

WAGE DETERMINATION NO: 94-2453 REV (18) AREA: PA,SCRANTON

WAGE DETERMINATION NO: 94-2453 REV (18) AREA: PA,SCRANTON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2453

William W.Gross Division of | Revision No.: 18

Director Wage Determinations| Date Of Last Revision: 06/30/2003

State: **Pennsylvania**

Area: **Pennsylvania** Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne,
Lycoming, Monroe, Pike, Schuylkill, Sullivan, **Susquehanna**, Tioga, Wayne, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	8.93
01012 - Accounting Clerk II	11.11
01013 - Accounting Clerk III	12.76
01014 - Accounting Clerk IV	14.33
01030 - Court Reporter	11.24
01050 - Dispatcher, Motor Vehicle	10.02
01060 - Document Preparation Clerk	10.10
01070 - Messenger (Courier)	8.41
01090 - Duplicating Machine Operator	10.10
01110 - Film/Tape Librarian	9.87
01115 - General Clerk I	8.29
01116 - General Clerk II	10.66
01117 - General Clerk III	11.63
01118 - General Clerk IV	14.73
01120 - Housing Referral Assistant	13.63
01131 - Key Entry Operator I	8.76

01132 - Key Entry Operator II	10.29
01191 - Order Clerk I	11.07
01192 - Order Clerk II	14.16
01261 - Personnel Assistant (Employment) I	9.27
01262 - Personnel Assistant (Employment) II	11.74
01263 - Personnel Assistant (Employment) III	12.97
01264 - Personnel Assistant (Employment) IV	14.66
01270 - Production Control Clerk	14.05
01290 - Rental Clerk	8.97
01300 - Scheduler, Maintenance	9.93
01311 - Secretary I	9.93
01312 - Secretary II	11.31
01313 - Secretary III	13.63
01314 - Secretary IV	14.86
01315 - Secretary V	16.49
01320 - Service Order Dispatcher	10.01
01341 - Stenographer I	9.44
01342 - Stenographer II	11.01
01400 - Supply Technician	13.25
01420 - Survey Worker (Interviewer)	10.22
01460 - Switchboard Operator-Receptionist	8.62
01510 - Test Examiner	11.31
01520 - Test Proctor	11.31
01531 - Travel Clerk I	9.77
01532 - Travel Clerk II	10.24
01533 - Travel Clerk III	10.93
01611 - Word Processor I	8.77
01612 - Word Processor II	10.95
01613 - Word Processor III	12.25
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.81
03041 - Computer Operator I	11.25
03042 - Computer Operator II	12.65
03043 - Computer Operator III	15.27
03044 - Computer Operator IV	15.92
03045 - Computer Operator V	17.66
03071 - Computer Programmer I (1)	12.85

03072 - Computer Programmer II (1)	15.60
03073 - Computer Programmer III (1)	19.36
03074 - Computer Programmer IV (1)	23.19
03101 - Computer Systems Analyst I (1)	21.91
03102 - Computer Systems Analyst II (1)	25.63
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.43
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.23
05010 - Automotive Glass Installer	13.29
05040 - Automotive Worker	13.29
05070 - Electrician, Automotive	13.81
05100 - Mobile Equipment Servicer	12.41
05130 - Motor Equipment Metal Mechanic	14.23
05160 - Motor Equipment Metal Worker	13.29
05190 - Motor Vehicle Mechanic	14.23
05220 - Motor Vehicle Mechanic Helper	11.95
05250 - Motor Vehicle Upholstery Worker	12.85
05280 - Motor Vehicle Wrecker	13.29
05310 - Painter, Automotive	13.81
05340 - Radiator Repair Specialist	13.30
05370 - Tire Repairer	11.99
05400 - Transmission Repair Specialist	14.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.09
07010 - Baker	10.12
07041 - Cook I	9.47
07042 - Cook II	10.12
07070 - Dishwasher	8.09
07130 - Meat Cutter	10.12
07250 - Waiter/Waitress	8.41
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.81
09040 - Furniture Handler	12.58
09070 - Furniture Refinisher	15.19
09100 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.09

09130 - Upholsterer	13.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.28
11060 - Elevator Operator	8.83
11090 - Gardener	9.88
11121 - House Keeping Aid I	7.77
11122 - House Keeping Aid II	8.83
11150 - Janitor	8.83
11210 - Laborer, Grounds Maintenance	8.95
11240 - Maid or Houseman	7.77
11270 - Pest Controller	10.28
11300 - Refuse Collector	9.28
11330 - Tractor Operator	9.65
11360 - Window Cleaner	9.64
12000 - Health Occupations	
12020 - Dental Assistant	11.48
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.48
12071 - Licensed Practical Nurse I	11.56
12072 - Licensed Practical Nurse II	12.98
12073 - Licensed Practical Nurse III	12.98
12100 - Medical Assistant	10.27
12130 - Medical Laboratory Technician	12.98
12160 - Medical Record Clerk	10.26
12190 - Medical Record Technician	14.22
12221 - Nursing Assistant I	8.12
12222 - Nursing Assistant II	9.13
12223 - Nursing Assistant III	9.96
12224 - Nursing Assistant IV	11.18
12250 - Pharmacy Technician	12.97
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	15.47
12312 - Registered Nurse II	18.91
12313 - Registered Nurse II, Specialist	18.91
12314 - Registered Nurse III	22.88
12315 - Registered Nurse III, Anesthetist	22.88
12316 - Registered Nurse IV	27.43
13000 - Information and Arts Occupations	

13002 - Audiovisual Librarian	13.42	
13011 - Exhibits Specialist I	13.38	
13012 - Exhibits Specialist II	18.21	
13013 - Exhibits Specialist III	20.48	
13041 - Illustrator I	13.38	
13042 - Illustrator II	18.08	
13043 - Illustrator III	20.48	
13047 - Librarian	18.40	
13050 - Library Technician	11.24	
13071 - Photographer I	12.03	
13072 - Photographer II	13.89	
13073 - Photographer III	18.91	
13074 - Photographer IV	23.39	
13075 - Photographer V	28.31	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.87	
15030 - Counter Attendant	7.87	
15040 - Dry Cleaner	9.86	
15070 - Finisher, Flatwork, Machine	7.87	
15090 - Presser, Hand	7.87	
15100 - Presser, Machine, Drycleaning	7.87	
15130 - Presser, Machine, Shirts	7.87	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.87	
15190 - Sewing Machine Operator	10.63	
15220 - Tailor	11.41	
15250 - Washer, Machine	8.24	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	14.57	
19040 - Tool and Die Maker	16.38	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	14.00	
21020 - Material Coordinator	14.75	
21030 - Material Expediter	14.75	
21040 - Material Handling Laborer	12.20	
21050 - Order Filler	10.45	
21071 - Forklift Operator	13.42	
21080 - Production Line Worker (Food Processing)	13.08	

21100 - Shipping/Receiving Clerk	10.49
21130 - Shipping Packer	11.54
21140 - Store Worker I	11.30
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.63
21400 - Warehouse Specialist	14.63
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	15.65
23040 - Aircraft Mechanic Helper	13.15
23050 - Aircraft Quality Control Inspector	16.13
23060 - Aircraft Servicer	14.09
23070 - Aircraft Worker	14.56
23100 - Appliance Mechanic	15.19
23120 - Bicycle Repairer	12.38
23125 - Cable Splicer	18.00
23130 - Carpenter, Maintenance	15.88
23140 - Carpet Layer	14.56
23160 - Electrician, Maintenance	18.94
23181 - Electronics Technician, Maintenance I	17.73
23182 - Electronics Technician, Maintenance II	18.66
23183 - Electronics Technician, Maintenance III	20.61
23260 - Fabric Worker	12.81
23290 - Fire Alarm System Mechanic	15.65
23310 - Fire Extinguisher Repairer	13.62
23340 - Fuel Distribution System Mechanic	15.65
23370 - General Maintenance Worker	13.52
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.17
23430 - Heavy Equipment Mechanic	14.97
23440 - Heavy Equipment Operator	16.38
23460 - Instrument Mechanic	16.38
23470 - Laborer	10.23
23500 - Locksmith	15.19
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist, Maintenance	14.89
23580 - Maintenance Trades Helper	13.15
23640 - Millwright	18.00
23700 - Office Appliance Repairer	16.71

23740 - Painter, Aircraft	15.53
23760 - Painter, Maintenance	16.44
23790 - Pipefitter, Maintenance	17.37
23800 - Plumber, Maintenance	16.97
23820 - Pneudraulic Systems Mechanic	15.65
23850 - Rigger	15.65
23870 - Scale Mechanic	14.56
23890 - Sheet-Metal Worker, Maintenance	16.64
23910 - Small Engine Mechanic	15.23
23930 - Telecommunication Mechanic I	16.90
23931 - Telecommunication Mechanic II	17.40
23950 - Telephone Lineman	16.90
23960 - Welder, Combination, Maintenance	14.23
23965 - Well Driller	15.65
23970 - Woodcraft Worker	15.65
23980 - Woodworker	12.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.22
24580 - Child Care Center Clerk	10.24
24600 - Chore Aid	8.22
24630 - Homemaker	12.03
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.00
25040 - Sewage Plant Operator	16.25
25070 - Stationary Engineer	18.00
25190 - Ventilation Equipment Tender	13.15
25210 - Water Treatment Plant Operator	15.38
27000 - Protective Service Occupations	
(not set) - Police Officer	20.49
27004 - Alarm Monitor	11.06
27006 - Corrections Officer	17.69
27010 - Court Security Officer	18.18
27040 - Detention Officer	17.69
27070 - Firefighter	16.75
27101 - Guard I	7.76
27102 - Guard II	12.17
28000 - Stevedoring/Longshoremen Occupations	

28010 - Blocker and Bracer	14.52	
28020 - Hatch Tender	14.52	
28030 - Line Handler	14.52	
28040 - Stevedore I	12.84	
28050 - Stevedore II	13.80	
29000 - Technical Occupations		
21150 - Graphic Artist	18.05	
29010 - Air Traffic Control Specialist, Center (2)	29.93	
29011 - Air Traffic Control Specialist, Station (2)	20.64	
29012 - Air Traffic Control Specialist, Terminal (2)	22.73	
29023 - Archeological Technician I	14.10	
29024 - Archeological Technician II	15.87	
29025 - Archeological Technician III	19.59	
29030 - Cartographic Technician	19.69	
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.91	
29040 - Civil Engineering Technician	17.81	
29061 - Drafter I	10.23	
29062 - Drafter II	11.64	
29063 - Drafter III	15.93	
29064 - Drafter IV	19.59	
29081 - Engineering Technician I	11.77	
29082 - Engineering Technician II	13.39	
29083 - Engineering Technician III	18.06	
29084 - Engineering Technician IV	22.37	
29085 - Engineering Technician V	26.44	
29086 - Engineering Technician VI	33.34	
29090 - Environmental Technician	16.92	
29100 - Flight Simulator/Instructor (Pilot)	25.63	
29160 - Instructor	18.95	
29210 - Laboratory Technician	13.72	
29240 - Mathematical Technician	19.46	
29361 - Paralegal/Legal Assistant I	14.08	
29362 - Paralegal/Legal Assistant II	16.56	
29363 - Paralegal/Legal Assistant III	20.20	
29364 - Paralegal/Legal Assistant IV	24.52	
29390 - Photooptics Technician	20.21	
29480 - Technical Writer	19.54	

29491 - Unexploded Ordnance (UXO) Technician I	19.02	
29492 - Unexploded Ordnance (UXO) Technician II	23.01	
29493 - Unexploded Ordnance (UXO) Technician III	27.58	
29494 - Unexploded (UXO) Safety Escort	19.02	
29495 - Unexploded (UXO) Sweep Personnel	19.02	
29620 - Weather Observer, Senior (3)	15.17	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.56	
29622 - Weather Observer, Upper Air (3)	13.56	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.38	
31260 - Parking and Lot Attendant	9.59	
31290 - Shuttle Bus Driver	12.28	
31300 - Taxi Driver	9.59	
31361 - Truckdriver, Light Truck	11.16	
31362 - Truckdriver, Medium Truck	12.02	
31363 - Truckdriver, Heavy Truck	16.63	
31364 - Truckdriver, Tractor-Trailer	16.63	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.75	
99030 - Cashier	6.70	
99041 - Carnival Equipment Operator	9.07	
99042 - Carnival Equipment Repairer	9.47	
99043 - Carnival Worker	8.09	
99050 - Desk Clerk	8.22	
99095 - Embalmer	19.02	
99300 - Lifeguard	9.26	
99310 - Mortician	17.39	
99350 - Park Attendant (Aide)	11.63	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.67	
99500 - Recreation Specialist	11.36	
99510 - Recycling Worker	11.47	
99610 - Sales Clerk	8.32	
99620 - School Crossing Guard (Crosswalk Attendant)	8.09	
99630 - Sport Official	8.05	
99658 - Survey Party Chief (Chief of Party)	12.69	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.54	
99660 - Surveying Aide	8.48	

99690 - Swimming Pool Operator	11.13
99720 - Vending Machine Attendant	9.98
99730 - Vending Machine Repairer	11.13
99740 - Vending Machine Repairer Helper	9.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2068 REV (16) AREA: CA,STOCKTON

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2068

William W.Gross Division of | Revision No.: 16

Director Wage Determinations| Date Of Last Revision: 06/04/2003

State: **California**

Area: **California** Counties of Calaveras, **San Joaquin**, Stanislaus, Tuolumne

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations	
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01011 - Accounting Clerk I	9.71
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01012 - Accounting Clerk II	10.56
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01013 - Accounting Clerk III	12.30
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01014 - Accounting Clerk IV	13.53
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01030 - Court Reporter	15.07
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01050 - Dispatcher, Motor Vehicle	14.67
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01060 - Document Preparation Clerk	12.50
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01070 - Messenger (Courier)	9.84
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01090 - Duplicating Machine Operator	12.50
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01110 - Film/Tape Librarian	12.44
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01115 - General Clerk I	9.09
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01116 - General Clerk II	10.21
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01117 - General Clerk III	13.13
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01118 - General Clerk IV	14.70
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01120 - Housing Referral Assistant	15.74
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01131 - Key Entry Operator I	9.84
01132 - Key Entry Operator II	11.25
01191 - Order Clerk I	12.45
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01261 - Personnel Assistant (Employment) I	12.42
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01290 - Rental Clerk	11.13
01300 - Scheduler, Maintenance	12.33
01311 - Secretary I	12.33
01312 - Secretary II	13.79
01313 - Secretary III	15.74
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01320 - Service Order Dispatcher	14.67
01341 - Stenographer I	12.00
01342 - Stenographer II	13.48
01400 - Supply Technician	17.47
01420 - Survey Worker (Interviewer)	14.89
01460 - Switchboard Operator-Receptionist	10.52
01510 - Test Examiner	13.79
01520 - Test Proctor	13.79
01531 - Travel Clerk I	11.12
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01611 - Word Processor I	9.99
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03000 - Automatic Data Processing Occupations	
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03041 - Computer Operator I	9.33
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05070 - Electrician, Automotive	16.32
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05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.32
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	14.13
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07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.09
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07041 - Cook I	11.08
07042 - Cook II	12.09
07070 - Dishwasher	9.09
07130 - Meat Cutter	14.03
07250 - Waiter/Waitress	9.98
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09070 - Furniture Refinisher	16.32
09100 - Furniture Refinisher Helper	13.94

09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.09
11060 - Elevator Operator	9.09
11090 - Gardener	11.90
11121 - House Keeping Aid I	9.09
11122 - House Keeping Aid II	10.11
11150 - Janitor	9.37
11210 - Laborer, Grounds Maintenance	10.44
11240 - Maid or Houseman	8.46
11270 - Pest Controller	15.17
11300 - Refuse Collector	12.65
11330 - Tractor Operator	12.10
11360 - Window Cleaner	10.29
12000 - Health Occupations	
12020 - Dental Assistant	12.00
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.80
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	12.21
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.70
12222 - Nursing Assistant II	8.66
12223 - Nursing Assistant III	9.45
12224 - Nursing Assistant IV	10.60
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	17.44
12312 - Registered Nurse II	21.34
12313 - Registered Nurse II, Specialist	21.34
12314 - Registered Nurse III	25.82
12315 - Registered Nurse III, Anesthetist	25.82
12316 - Registered Nurse IV	30.94

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	16.86
13011 - Exhibits Specialist I	15.26
13012 - Exhibits Specialist II	18.74
13013 - Exhibits Specialist III	20.83
13041 - Illustrator I	15.26
13042 - Illustrator II	18.67
13043 - Illustrator III	20.83
13047 - Librarian	22.97
13050 - Library Technician	13.91
13071 - Photographer I	12.40
13072 - Photographer II	13.67
13073 - Photographer III	17.04
13074 - Photographer IV	20.83
13075 - Photographer V	25.20

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8.26
15030 - Counter Attendant	8.26
15040 - Dry Cleaner	10.41
15070 - Finisher, Flatwork, Machine	8.26
15090 - Presser, Hand	8.26
15100 - Presser, Machine, Drycleaning	8.26
15130 - Presser, Machine, Shirts	8.26
15160 - Presser, Machine, Wearing Apparel, Laundry	8.26
15190 - Sewing Machine Operator	11.33
15220 - Tailor	13.28
15250 - Washer, Machine	9.26

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	16.32
19040 - Tool and Die Maker	18.88

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	16.96
21020 - Material Coordinator	16.61
21030 - Material Expediter	16.61
21040 - Material Handling Laborer	11.63
21050 - Order Filler	12.01
21071 - Forklift Operator	14.16

21080 - Production Line Worker (Food Processing)	13.64
21100 - Shipping/Receiving Clerk	16.15
21130 - Shipping Packer	16.15
21140 - Store Worker I	11.36
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.80
21210 - Tools and Parts Attendant	13.64
21400 - Warehouse Specialist	13.64
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.38
23040 - Aircraft Mechanic Helper	15.33
23050 - Aircraft Quality Control Inspector	20.08
23060 - Aircraft Servicer	16.89
23070 - Aircraft Worker	17.81
23100 - Appliance Mechanic	17.45
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	18.71
23130 - Carpenter, Maintenance	18.69
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	20.69
23181 - Electronics Technician, Maintenance I	20.44
23182 - Electronics Technician, Maintenance II	21.30
23183 - Electronics Technician, Maintenance III	22.15
23260 - Fabric Worker	16.80
23290 - Fire Alarm System Mechanic	19.38
23310 - Fire Extinguisher Repairer	15.70
23340 - Fuel Distribution System Mechanic	19.38
23370 - General Maintenance Worker	16.03
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.66
23430 - Heavy Equipment Mechanic	20.24
23440 - Heavy Equipment Operator	18.95
23460 - Instrument Mechanic	20.58
23470 - Laborer	10.62
23500 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	17.70
23580 - Maintenance Trades Helper	13.94
23640 - Millwright	21.18

23700 - Office Appliance Repairer	18.69
23740 - Painter, Aircraft	17.95
23760 - Painter, Maintenance	16.32
23790 - Pipefitter, Maintenance	20.13
23800 - Plumber, Maintenance	19.32
23820 - Pneudraulic Systems Mechanic	19.38
23850 - Rigger	19.38
23870 - Scale Mechanic	17.80
23890 - Sheet-Metal Worker, Maintenance	18.29
23910 - Small Engine Mechanic	15.81
23930 - Telecommunication Mechanic I	20.16
23931 - Telecommunication Mechanic II	20.97
23950 - Telephone Lineman	20.16
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.38
23980 - Woodworker	14.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.76
24580 - Child Care Center Clerk	13.98
24600 - Chore Aid	8.46
24630 - Homemaker	13.52
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.04
25040 - Sewage Plant Operator	20.25
25070 - Stationary Engineer	21.04
25190 - Ventilation Equipment Tender	14.70
25210 - Water Treatment Plant Operator	19.65
27000 - Protective Service Occupations	
(not set) - Police Officer	24.00
27004 - Alarm Monitor	12.30
27006 - Corrections Officer	20.60
27010 - Court Security Officer	20.60
27040 - Detention Officer	20.60
27070 - Firefighter	18.02
27101 - Guard I	8.88
27102 - Guard II	15.33

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	17.80
28020 - Hatch Tender	17.80
28030 - Line Handler	17.80
28040 - Stevedore I	15.83
28050 - Stevedore II	17.16

29000 - Technical Occupations

21150 - Graphic Artist	15.18	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.07	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	13.98	
29024 - Archeological Technician II	15.66	
29025 - Archeological Technician III	19.38	
29030 - Cartographic Technician	18.74	
29035 - Computer Based Training (CBT) Specialist/ Instructor	18.65	
29040 - Civil Engineering Technician	19.65	
29061 - Drafter I	11.48	
29062 - Drafter II	13.95	
29063 - Drafter III	15.78	
29064 - Drafter IV	19.38	
29081 - Engineering Technician I	11.70	
29082 - Engineering Technician II	14.22	
29083 - Engineering Technician III	16.08	
29084 - Engineering Technician IV	19.76	
29085 - Engineering Technician V	24.15	
29086 - Engineering Technician VI	29.22	
29090 - Environmental Technician	15.33	
29100 - Flight Simulator/Instructor (Pilot)	24.42	
29160 - Instructor	19.39	
29210 - Laboratory Technician	15.86	
29240 - Mathematical Technician	16.86	
29361 - Paralegal/Legal Assistant I	14.94	
29362 - Paralegal/Legal Assistant II	18.93	
29363 - Paralegal/Legal Assistant III	23.10	
29364 - Paralegal/Legal Assistant IV	28.03	
29390 - Photooptics Technician	15.33	

29480 - Technical Writer	19.48	
29491 - Unexploded Ordnance (UXO) Technician I		18.49
29492 - Unexploded Ordnance (UXO) Technician II		22.37
29493 - Unexploded Ordnance (UXO) Technician III		26.81
29494 - Unexploded (UXO) Safety Escort	18.49	
29495 - Unexploded (UXO) Sweep Personnel	18.49	
29620 - Weather Observer, Senior (3)	15.35	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.81	
29622 - Weather Observer, Upper Air (3)	13.81	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	12.75	
31260 - Parking and Lot Attendant	11.08	
31290 - Shuttle Bus Driver	13.43	
31300 - Taxi Driver	11.73	
31361 - Truckdriver, Light Truck	12.32	
31362 - Truckdriver, Medium Truck	12.86	
31363 - Truckdriver, Heavy Truck	15.66	
31364 - Truckdriver, Tractor-Trailer	15.66	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	10.17	
99030 - Cashier	8.84	
99041 - Carnival Equipment Operator	10.63	
99042 - Carnival Equipment Repairer	11.08	
99043 - Carnival Worker	9.09	
99050 - Desk Clerk	9.76	
99095 - Embalmer	18.49	
99300 - Lifeguard	9.72	
99310 - Mortician	18.93	
99350 - Park Attendant (Aide)	12.20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		9.72
99500 - Recreation Specialist	13.52	
99510 - Recycling Worker	15.22	
99610 - Sales Clerk	10.30	
99620 - School Crossing Guard (Crosswalk Attendant)		9.09
99630 - Sport Official	9.72	
99658 - Survey Party Chief (Chief of Party)	21.31	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		17.63

99660 - Surveying Aide	12.86
99690 - Swimming Pool Operator	12.09
99720 - Vending Machine Attendant	9.07
99730 - Vending Machine Repairer	12.09
99740 - Vending Machine Repairer Helper	10.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage

rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2001 REV (21) AREA: AL,ANNISTON-GADSEN

WAGE DETERMINATION NO: 94-2001 REV (21) AREA: AL,ANNISTON-GADSEN

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2001

William W.Gross Division of | Revision No.: 21

Director Wage Determinations| Date Of Last Revision: 06/13/2003

State: **Alabama**

Area: **Alabama** Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah,
Talladega

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9.34
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01012 - Accounting Clerk II	9.99
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01013 - Accounting Clerk III	12.71
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01014 - Accounting Clerk IV	15.02
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01030 - Court Reporter	10.91
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01050 - Dispatcher, Motor Vehicle	10.95
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01060 - Document Preparation Clerk	9.47
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01070 - Messenger (Courier)	8.51
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01090 - Duplicating Machine Operator	9.47
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01110 - Film/Tape Librarian	10.20
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01115 - General Clerk I	8.15
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01116 - General Clerk II	9.16
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01117 - General Clerk III	11.31
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01118 - General Clerk IV	12.14
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01120 - Housing Referral Assistant	12.06
01131 - Key Entry Operator I	8.35
01132 - Key Entry Operator II	11.09
01191 - Order Clerk I	8.01
01192 - Order Clerk II	10.58
01261 - Personnel Assistant (Employment) I	9.84
01262 - Personnel Assistant (Employment) II	11.04
01263 - Personnel Assistant (Employment) III	12.36
01264 - Personnel Assistant (Employment) IV	13.78
01270 - Production Control Clerk	13.27
01290 - Rental Clerk	10.18
01300 - Scheduler, Maintenance	9.25
01311 - Secretary I	9.65
01312 - Secretary II	10.86
01313 - Secretary III	12.06
01314 - Secretary IV	13.38
01315 - Secretary V	14.83
01320 - Service Order Dispatcher	11.70
01341 - Stenographer I	11.43
01342 - Stenographer II	11.67
01400 - Supply Technician	12.82
01420 - Survey Worker (Interviewer)	10.35
01460 - Switchboard Operator-Receptionist	8.47
01510 - Test Examiner	10.35
01520 - Test Proctor	10.35
01531 - Travel Clerk I	8.50
01532 - Travel Clerk II	9.05
01533 - Travel Clerk III	9.59
01611 - Word Processor I	7.58
01612 - Word Processor II	8.51
01613 - Word Processor III	9.52
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	8.68
03041 - Computer Operator I	11.32
03042 - Computer Operator II	13.05
03043 - Computer Operator III	15.77
03044 - Computer Operator IV	17.51

03045 - Computer Operator V	18.00
03071 - Computer Programmer I (1)	13.08
03072 - Computer Programmer II (1)	16.20
03073 - Computer Programmer III (1)	20.10
03074 - Computer Programmer IV (1)	24.00
03101 - Computer Systems Analyst I (1)	19.63
03102 - Computer Systems Analyst II (1)	23.73
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	9.81
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.63
05010 - Automotive Glass Installer	12.41
05040 - Automotive Worker	12.41
05070 - Electrician, Automotive	13.07
05100 - Mobile Equipment Servicer	11.02
05130 - Motor Equipment Metal Mechanic	13.76
05160 - Motor Equipment Metal Worker	12.41
05190 - Motor Vehicle Mechanic	13.76
05220 - Motor Vehicle Mechanic Helper	10.35
05250 - Motor Vehicle Upholstery Worker	12.41
05280 - Motor Vehicle Wrecker	12.41
05310 - Painter, Automotive	13.07
05340 - Radiator Repair Specialist	12.41
05370 - Tire Repairer	10.65
05400 - Transmission Repair Specialist	13.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.73
07010 - Baker	12.90
07041 - Cook I	11.46
07042 - Cook II	12.90
07070 - Dishwasher	8.73
07130 - Meat Cutter	12.90
07250 - Waiter/Waitress	9.32
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.00
09040 - Furniture Handler	9.94
09070 - Furniture Refinisher	13.81

09100 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	8.73
11090 - Gardener	11.46
11121 - House Keeping Aid I	8.36
11122 - House Keeping Aid II	8.96
11150 - Janitor	8.73
11210 - Laborer, Grounds Maintenance	9.32
11240 - Maid or Houseman	8.37
11270 - Pest Controller	12.15
11300 - Refuse Collector	9.84
11330 - Tractor Operator	10.75
11360 - Window Cleaner	9.32
12000 - Health Occupations	
12020 - Dental Assistant	11.02
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	10.25
12072 - Licensed Practical Nurse II	11.54
12073 - Licensed Practical Nurse III	12.87
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	11.19
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.40
12222 - Nursing Assistant II	8.32
12223 - Nursing Assistant III	9.08
12224 - Nursing Assistant IV	10.18
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.74
12311 - Registered Nurse I	14.75
12312 - Registered Nurse II	18.07
12313 - Registered Nurse II, Specialist	18.07
12314 - Registered Nurse III	21.84
12315 - Registered Nurse III, Anesthetist	21.84

12316 - Registered Nurse IV	26.17
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.21
13011 - Exhibits Specialist I	14.17
13012 - Exhibits Specialist II	17.46
13013 - Exhibits Specialist III	20.61
13041 - Illustrator I	13.40
13042 - Illustrator II	16.51
13043 - Illustrator III	18.98
13047 - Librarian	17.96
13050 - Library Technician	11.42
13071 - Photographer I	5.86
13072 - Photographer II	11.50
13073 - Photographer III	16.51
13074 - Photographer IV	18.98
13075 - Photographer V	22.96
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.84
15030 - Counter Attendant	6.84
15040 - Dry Cleaner	8.38
15070 - Finisher, Flatwork, Machine	6.84
15090 - Presser, Hand	6.84
15100 - Presser, Machine, Drycleaning	6.84
15130 - Presser, Machine, Shirts	6.84
15160 - Presser, Machine, Wearing Apparel, Laundry	6.84
15190 - Sewing Machine Operator	8.84
15220 - Tailor	9.30
15250 - Washer, Machine	7.28
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13.00
19040 - Tool and Die Maker	15.31
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	11.87
21020 - Material Coordinator	12.52
21030 - Material Expediter	12.95
21040 - Material Handling Laborer	9.23
21050 - Order Filler	10.30

21071 - Forklift Operator	11.28	
21080 - Production Line Worker (Food Processing)		11.22
21100 - Shipping/Receiving Clerk	10.26	
21130 - Shipping Packer	10.57	
21140 - Store Worker I	9.92	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		12.25
21210 - Tools and Parts Attendant	11.22	
21400 - Warehouse Specialist	11.22	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	14.45	
23040 - Aircraft Mechanic Helper	11.22	
23050 - Aircraft Quality Control Inspector	16.94	
23060 - Aircraft Servicer	12.52	
23070 - Aircraft Worker	13.16	
23100 - Appliance Mechanic	13.81	
23120 - Bicycle Repairer	10.60	
23125 - Cable Splicer	14.45	
23130 - Carpenter, Maintenance	13.00	
23140 - Carpet Layer	13.57	
23160 - Electrician, Maintenance	15.04	
23181 - Electronics Technician, Maintenance I	13.16	
23182 - Electronics Technician, Maintenance II	16.85	
23183 - Electronics Technician, Maintenance III	16.14	
23260 - Fabric Worker	12.52	
23290 - Fire Alarm System Mechanic	14.45	
23310 - Fire Extinguisher Repairer	11.87	
23340 - Fuel Distribution System Mechanic	15.68	
23370 - General Maintenance Worker	12.34	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		13.68
23430 - Heavy Equipment Mechanic	15.05	
23440 - Heavy Equipment Operator	13.32	
23460 - Instrument Mechanic	15.05	
23470 - Laborer	9.23	
23500 - Locksmith	13.81	
23530 - Machinery Maintenance Mechanic		13.70
23550 - Machinist, Maintenance	13.90	
23580 - Maintenance Trades Helper	10.29	

23640 - Millwright	14.09
23700 - Office Appliance Repairer	13.81
23740 - Painter, Aircraft	13.81
23760 - Painter, Maintenance	14.30
23790 - Pipefitter, Maintenance	16.30
23800 - Plumber, Maintenance	15.50
23820 - Pneudraulic Systems Mechanic	14.45
23850 - Rigger	14.45
23870 - Scale Mechanic	13.16
23890 - Sheet-Metal Worker, Maintenance	13.85
23910 - Small Engine Mechanic	12.34
23930 - Telecommunication Mechanic I	15.82
23931 - Telecommunication Mechanic II	16.62
23950 - Telephone Lineman	14.98
23960 - Welder, Combination, Maintenance	13.68
23965 - Well Driller	14.45
23970 - Woodcraft Worker	14.45
23980 - Woodworker	11.87
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	11.05
24600 - Chore Aid	8.37
24630 - Homemaker	12.29
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.05
25040 - Sewage Plant Operator	16.01
25070 - Stationary Engineer	15.05
25190 - Ventilation Equipment Tender	11.22
25210 - Water Treatment Plant Operator	16.01
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	9.29
27006 - Corrections Officer	12.59
27010 - Court Security Officer	12.59
27040 - Detention Officer	12.59
27070 - Firefighter	13.08
27101 - Guard I	8.59

27102 - Guard II	9.37	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	13.16	
28020 - Hatch Tender	13.16	
28030 - Line Handler	13.16	
28040 - Stevedore I	11.77	
28050 - Stevedore II	14.47	
29000 - Technical Occupations		
21150 - Graphic Artist	19.09	
29010 - Air Traffic Control Specialist, Center (2)	28.21	
29011 - Air Traffic Control Specialist, Station (2)	19.46	
29012 - Air Traffic Control Specialist, Terminal (2)	21.43	
29023 - Archeological Technician I	11.41	
29024 - Archeological Technician II	12.77	
29025 - Archeological Technician III	15.83	
29030 - Cartographic Technician	16.51	
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.63	
29040 - Civil Engineering Technician	16.51	
29061 - Drafter I	10.55	
29062 - Drafter II	12.16	
29063 - Drafter III	14.17	
29064 - Drafter IV	17.46	
29081 - Engineering Technician I	9.87	
29082 - Engineering Technician II	11.38	
29083 - Engineering Technician III	13.26	
29084 - Engineering Technician IV	16.34	
29085 - Engineering Technician V	18.78	
29086 - Engineering Technician VI	22.72	
29090 - Environmental Technician	15.20	
29100 - Flight Simulator/Instructor (Pilot)	25.48	
29160 - Instructor	17.08	
29210 - Laboratory Technician	13.70	
29240 - Mathematical Technician	16.51	
29361 - Paralegal/Legal Assistant I	11.39	
29362 - Paralegal/Legal Assistant II	14.10	
29363 - Paralegal/Legal Assistant III	17.26	
29364 - Paralegal/Legal Assistant IV	18.97	

29390 - Photooptics Technician	16.51	
29480 - Technical Writer	18.32	
29491 - Unexploded Ordnance (UXO) Technician I	17.93	
29492 - Unexploded Ordnance (UXO) Technician II	21.70	
29493 - Unexploded Ordnance (UXO) Technician III	26.01	
29494 - Unexploded (UXO) Safety Escort	17.93	
29495 - Unexploded (UXO) Sweep Personnel	17.93	
29620 - Weather Observer, Senior (3)	14.57	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.13	
29622 - Weather Observer, Upper Air (3)	13.13	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	12.52	
31260 - Parking and Lot Attendant	9.03	
31290 - Shuttle Bus Driver	11.85	
31300 - Taxi Driver	11.12	
31361 - Truckdriver, Light Truck	11.85	
31362 - Truckdriver, Medium Truck	12.56	
31363 - Truckdriver, Heavy Truck	13.33	
31364 - Truckdriver, Tractor-Trailer	13.13	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	10.05	
99030 - Cashier	7.25	
99041 - Carnival Equipment Operator	10.75	
99042 - Carnival Equipment Repairer	11.46	
99043 - Carnival Worker	8.73	
99050 - Desk Clerk	8.87	
99095 - Embalmer	17.93	
99300 - Lifeguard	9.42	
99310 - Mortician	17.93	
99350 - Park Attendant (Aide)	11.84	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.46	
99500 - Recreation Specialist	12.29	
99510 - Recycling Worker	12.12	
99610 - Sales Clerk	8.26	
99620 - School Crossing Guard (Crosswalk Attendant)	8.73	
99630 - Sport Official	9.42	
99658 - Survey Party Chief (Chief of Party)	12.69	

99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.18
99660 - Surveying Aide	8.31
99690 - Swimming Pool Operator	12.90
99720 - Vending Machine Attendant	10.75
99730 - Vending Machine Repairer	12.90
99740 - Vending Machine Repairer Helper	10.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
 - 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
 - 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).
- HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2544 REV (26) AREA: VA,NORFOLK

WAGE DETERMINATION NO: 94-2544 REV (26) AREA: VA,NORFOLK

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2544

William W.Gross Division of | Revision No.: 26

Director Wage Determinations| Date Of Last Revision: 07/29/2003

States: North Carolina, **Virginia**

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank,
Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City,
Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry,
Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.38
01012 - Accounting Clerk II	10.58
01013 - Accounting Clerk III	13.17
01014 - Accounting Clerk IV	14.28
01030 - Court Reporter	12.94
01050 - Dispatcher, Motor Vehicle	12.63
01060 - Document Preparation Clerk	10.68
01070 - Messenger (Courier)	8.68
01090 - Duplicating Machine Operator	9.93
01110 - Film/Tape Librarian	10.56
01115 - General Clerk I	7.94

01116 - General Clerk II	9.77
01117 - General Clerk III	12.15
01118 - General Clerk IV	13.59
01120 - Housing Referral Assistant	16.42
01131 - Key Entry Operator I	9.13
01132 - Key Entry Operator II	11.49
01191 - Order Clerk I	11.13
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	12.18
01262 - Personnel Assistant (Employment) II	14.07
01263 - Personnel Assistant (Employment) III	14.87
01264 - Personnel Assistant (Employment) IV	17.03
01270 - Production Control Clerk	17.78
01290 - Rental Clerk	12.49
01300 - Scheduler, Maintenance	13.00
01311 - Secretary I	13.00
01312 - Secretary II	15.14
01313 - Secretary III	17.27
01314 - Secretary IV	20.25
01315 - Secretary V	21.26
01320 - Service Order Dispatcher	12.63
01341 - Stenographer I	10.51
01342 - Stenographer II	12.90
01400 - Supply Technician	19.04
01420 - Survey Worker (Interviewer)	12.02
01460 - Switchboard Operator-Receptionist	9.59
01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	9.92
01532 - Travel Clerk II	10.59
01533 - Travel Clerk III	11.30
01611 - Word Processor I	11.58
01612 - Word Processor II	13.96
01613 - Word Processor III	14.61
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.41
03041 - Computer Operator I	11.53

03042 - Computer Operator II	13.32
03043 - Computer Operator III	16.50
03044 - Computer Operator IV	19.12
03045 - Computer Operator V	20.32
03071 - Computer Programmer I (1)	19.24
03072 - Computer Programmer II (1)	21.77
03073 - Computer Programmer III (1)	25.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.89
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.20
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.92
07010 - Baker	9.05
07041 - Cook I	8.43
07042 - Cook II	9.32
07070 - Dishwasher	7.42
07130 - Meat Cutter	11.54
07250 - Waiter/Waitress	7.56
09000 - Furniture Maintenance and Repair Occupations	

09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	13.34
09070 - Furniture Refinisher	16.03
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.43
11060 - Elevator Operator	8.36
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.41
11122 - House Keeping Aid II	9.50
11150 - Janitor	8.96
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.41
11270 - Pest Controller	10.57
11300 - Refuse Collector	10.02
11330 - Tractor Operator	9.71
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12020 - Dental Assistant	11.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	10.98
12072 - Licensed Practical Nurse II	12.32
12073 - Licensed Practical Nurse III	13.78
12100 - Medical Assistant	10.39
12130 - Medical Laboratory Technician	12.14
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.67
12222 - Nursing Assistant II	8.63
12223 - Nursing Assistant III	9.42
12224 - Nursing Assistant IV	10.56
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	11.71
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42

12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.23
13011 - Exhibits Specialist I	15.81
13012 - Exhibits Specialist II	19.21
13013 - Exhibits Specialist III	21.33
13041 - Illustrator I	17.63
13042 - Illustrator II	21.42
13043 - Illustrator III	23.78
13047 - Librarian	21.20
13050 - Library Technician	12.60
13071 - Photographer I	11.73
13072 - Photographer II	15.55
13073 - Photographer III	18.89
13074 - Photographer IV	20.98
13075 - Photographer V	25.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.95
15030 - Counter Attendant	6.95
15040 - Dry Cleaner	8.75
15070 - Finisher, Flatwork, Machine	6.95
15090 - Presser, Hand	6.95
15100 - Presser, Machine, Drycleaning	6.95
15130 - Presser, Machine, Shirts	6.95
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95
15190 - Sewing Machine Operator	9.35
15220 - Tailor	9.91
15250 - Washer, Machine	7.51
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.33
19040 - Tool and Die Maker	20.31
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	17.78

21030 - Material Expediter	17.78	
21040 - Material Handling Laborer	9.75	
21050 - Order Filler	9.89	
21071 - Forklift Operator	13.56	
21080 - Production Line Worker (Food Processing)		13.08
21100 - Shipping/Receiving Clerk	11.02	
21130 - Shipping Packer	12.10	
21140 - Store Worker I	9.87	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		12.41
21210 - Tools and Parts Attendant	14.93	
21400 - Warehouse Specialist	14.36	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	20.53	
23040 - Aircraft Mechanic Helper	15.13	
23050 - Aircraft Quality Control Inspector	21.44	
23060 - Aircraft Servicer	16.87	
23070 - Aircraft Worker	17.74	
23100 - Appliance Mechanic	17.63	
23120 - Bicycle Repairer	13.37	
23125 - Cable Splicer	20.32	
23130 - Carpenter, Maintenance	16.03	
23140 - Carpet Layer	17.61	
23160 - Electrician, Maintenance	18.96	
23181 - Electronics Technician, Maintenance I		16.46
23182 - Electronics Technician, Maintenance II		16.84
23183 - Electronics Technician, Maintenance III		18.04
23260 - Fabric Worker	14.56	
23290 - Fire Alarm System Mechanic	16.79	
23310 - Fire Extinguisher Repairer	13.84	
23340 - Fuel Distribution System Mechanic	18.95	
23370 - General Maintenance Worker	15.31	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		16.79
23430 - Heavy Equipment Mechanic	16.79	
23440 - Heavy Equipment Operator	16.79	
23460 - Instrument Mechanic	16.79	
23470 - Laborer	10.02	
23500 - Locksmith	18.17	

23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	20.58
23700 - Office Appliance Repairer	16.03
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	17.37
23800 - Plumber, Maintenance	16.58
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.31
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.16
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	16.79
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.15
24580 - Child Care Center Clerk	11.06
24600 - Chore Aid	6.58
24630 - Homemaker	10.63
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.76
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.76
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.81
27000 - Protective Service Occupations	
(not set) - Police Officer	17.47
27004 - Alarm Monitor	11.95
27006 - Corrections Officer	13.55
27010 - Court Security Officer	14.51

27040 - Detention Officer	13.55	
27070 - Firefighter	13.99	
27101 - Guard I	8.94	
27102 - Guard II	10.70	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	15.07	
28020 - Hatch Tender	15.07	
28030 - Line Handler	15.07	
28040 - Stevedore I	15.44	
28050 - Stevedore II	16.96	
29000 - Technical Occupations		
21150 - Graphic Artist	18.24	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.07	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	13.01	
29024 - Archeological Technician II	14.63	
29025 - Archeological Technician III	18.07	
29030 - Cartographic Technician	19.12	
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.38	
29040 - Civil Engineering Technician	18.89	
29061 - Drafter I	11.46	
29062 - Drafter II	12.90	
29063 - Drafter III	16.21	
29064 - Drafter IV	19.70	
29081 - Engineering Technician I	15.58	
29082 - Engineering Technician II	16.67	
29083 - Engineering Technician III	20.54	
29084 - Engineering Technician IV	24.87	
29085 - Engineering Technician V	29.05	
29086 - Engineering Technician VI	35.89	
29090 - Environmental Technician	16.43	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	19.90	
29210 - Laboratory Technician	14.86	
29240 - Mathematical Technician	19.70	
29361 - Paralegal/Legal Assistant I	12.85	

29362 - Paralegal/Legal Assistant II	15.60	
29363 - Paralegal/Legal Assistant III	19.09	
29364 - Paralegal/Legal Assistant IV	23.09	
29390 - Photooptics Technician	19.70	
29480 - Technical Writer	20.56	
29491 - Unexploded Ordnance (UXO) Technician I	18.49	
29492 - Unexploded Ordnance (UXO) Technician II	22.37	
29493 - Unexploded Ordnance (UXO) Technician III	26.81	
29494 - Unexploded (UXO) Safety Escort	18.49	
29495 - Unexploded (UXO) Sweep Personnel	18.49	
29620 - Weather Observer, Senior (3)	18.44	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04	
29622 - Weather Observer, Upper Air (3)	17.04	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	10.39	
31260 - Parking and Lot Attendant	7.51	
31290 - Shuttle Bus Driver	10.10	
31300 - Taxi Driver	10.29	
31361 - Truckdriver, Light Truck	10.10	
31362 - Truckdriver, Medium Truck	11.06	
31363 - Truckdriver, Heavy Truck	14.64	
31364 - Truckdriver, Tractor-Trailer	14.64	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	7.99	
99030 - Cashier	7.67	
99041 - Carnival Equipment Operator	10.00	
99042 - Carnival Equipment Repairer	10.49	
99043 - Carnival Worker	7.12	
99050 - Desk Clerk	8.10	
99095 - Embalmer	17.93	
99300 - Lifeguard	8.88	
99310 - Mortician	21.33	
99350 - Park Attendant (Aide)	11.14	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22	
99500 - Recreation Specialist	13.50	
99510 - Recycling Worker	12.27	
99610 - Sales Clerk	8.88	

99620 - School Crossing Guard (Crosswalk Attendant)	9.62
99630 - Sport Official	7.72
99658 - Survey Party Chief (Chief of Party)	13.67
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.43
99660 - Surveying Aide	8.54
99690 - Swimming Pool Operator	10.63
99720 - Vending Machine Attendant	10.43
99730 - Vending Machine Repairer	12.22
99740 - Vending Machine Repairer Helper	10.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2546 REV (16) AREA: VA,RICHMOND

WAGE DETERMINATION NO: 94-2546 REV (16) AREA: VA,RICHMOND

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2546

William W.Gross Division of | Revision No.: 16

Director Wage Determinations| Date Of Last Revision: 07/22/2003

State: **Virginia**

Area: **Virginia** Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations	
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01011 - Accounting Clerk I	9.69
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01012 - Accounting Clerk II	10.75
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01013 - Accounting Clerk III	13.07
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01014 - Accounting Clerk IV	16.33
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01030 - Court Reporter	14.31
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01050 - Dispatcher, Motor Vehicle	14.84
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01060 - Document Preparation Clerk	12.16
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01070 - Messenger (Courier)	10.41
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01090 - Duplicating Machine Operator	12.16
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01110 - Film/Tape Librarian	12.55
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01115 - General Clerk I	8.77
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01116 - General Clerk II	10.33
01117 - General Clerk III	12.96
01118 - General Clerk IV	17.12
01120 - Housing Referral Assistant	16.29
01131 - Key Entry Operator I	11.59
01132 - Key Entry Operator II	13.55
01191 - Order Clerk I	12.06
01192 - Order Clerk II	13.18
01261 - Personnel Assistant (Employment) I	10.79
01262 - Personnel Assistant (Employment) II	12.85
01263 - Personnel Assistant (Employment) III	14.95
01264 - Personnel Assistant (Employment) IV	17.29
01270 - Production Control Clerk	17.84
01290 - Rental Clerk	11.81
01300 - Scheduler, Maintenance	12.56
01311 - Secretary I	12.56
01312 - Secretary II	14.33
01313 - Secretary III	16.29
01314 - Secretary IV	19.19
01315 - Secretary V	23.11
01320 - Service Order Dispatcher	13.20
01341 - Stenographer I	10.31
01342 - Stenographer II	11.57
01400 - Supply Technician	19.19
01420 - Survey Worker (Interviewer)	13.59
01460 - Switchboard Operator-Receptionist	10.58
01510 - Test Examiner	14.33
01520 - Test Proctor	14.33
01531 - Travel Clerk I	10.09
01532 - Travel Clerk II	10.71
01533 - Travel Clerk III	11.40
01611 - Word Processor I	10.41
01612 - Word Processor II	12.54
01613 - Word Processor III	14.02
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.59
03041 - Computer Operator I	12.59

03042 - Computer Operator II	14.46
03043 - Computer Operator III	16.96
03044 - Computer Operator IV	18.86
03045 - Computer Operator V	20.87
03071 - Computer Programmer I (1)	16.44
03072 - Computer Programmer II (1)	19.01
03073 - Computer Programmer III (1)	22.93
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.16
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.64
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.26
05010 - Automotive Glass Installer	15.69
05040 - Automotive Worker	15.69
05070 - Electrician, Automotive	16.49
05100 - Mobile Equipment Servicer	14.12
05130 - Motor Equipment Metal Mechanic	17.26
05160 - Motor Equipment Metal Worker	15.69
05190 - Motor Vehicle Mechanic	17.99
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	14.90
05280 - Motor Vehicle Wrecker	15.69
05310 - Painter, Automotive	16.49
05340 - Radiator Repair Specialist	15.69
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.38
07010 - Baker	10.73
07041 - Cook I	9.52
07042 - Cook II	10.64
07070 - Dishwasher	7.17
07130 - Meat Cutter	12.98
07250 - Waiter/Waitress	7.03
09000 - Furniture Maintenance and Repair Occupations	

09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	13.26
09070 - Furniture Refinisher	18.89
09100 - Furniture Refinisher Helper	15.44
09110 - Furniture Repairer, Minor	17.02
09130 - Upholsterer	18.89
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.91
11060 - Elevator Operator	8.10
11090 - Gardener	11.36
11121 - House Keeping Aid I	7.24
11122 - House Keeping Aid II	7.85
11150 - Janitor	8.91
11210 - Laborer, Grounds Maintenance	9.37
11240 - Maid or Houseman	7.31
11270 - Pest Controller	12.31
11300 - Refuse Collector	8.91
11330 - Tractor Operator	10.69
11360 - Window Cleaner	9.58
12000 - Health Occupations	
12020 - Dental Assistant	12.66
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.67
12071 - Licensed Practical Nurse I	12.58
12072 - Licensed Practical Nurse II	14.12
12073 - Licensed Practical Nurse III	15.79
12100 - Medical Assistant	10.90
12130 - Medical Laboratory Technician	13.20
12160 - Medical Record Clerk	11.33
12190 - Medical Record Technician	13.65
12221 - Nursing Assistant I	8.63
12222 - Nursing Assistant II	9.71
12223 - Nursing Assistant III	10.59
12224 - Nursing Assistant IV	11.89
12250 - Pharmacy Technician	12.28
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	18.32
12312 - Registered Nurse II	21.98

12313 - Registered Nurse II, Specialist	21.98
12314 - Registered Nurse III	26.61
12315 - Registered Nurse III, Anesthetist	26.61
12316 - Registered Nurse IV	31.89
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.58
13011 - Exhibits Specialist I	17.50
13012 - Exhibits Specialist II	21.67
13013 - Exhibits Specialist III	26.50
13041 - Illustrator I	16.13
13042 - Illustrator II	19.98
13043 - Illustrator III	24.42
13047 - Librarian	23.49
13050 - Library Technician	14.63
13071 - Photographer I	13.61
13072 - Photographer II	15.92
13073 - Photographer III	19.73
13074 - Photographer IV	24.11
13075 - Photographer V	29.19
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.24
15030 - Counter Attendant	7.48
15040 - Dry Cleaner	9.37
15070 - Finisher, Flatwork, Machine	7.48
15090 - Presser, Hand	7.48
15100 - Presser, Machine, Drycleaning	7.48
15130 - Presser, Machine, Shirts	7.48
15160 - Presser, Machine, Wearing Apparel, Laundry	7.48
15190 - Sewing Machine Operator	10.14
15220 - Tailor	11.29
15250 - Washer, Machine	8.08
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.89
19040 - Tool and Die Maker	22.63
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.08
21020 - Material Coordinator	17.84

21030 - Material Expediter	17.84	
21040 - Material Handling Laborer	13.29	
21050 - Order Filler	12.09	
21071 - Forklift Operator	14.07	
21080 - Production Line Worker (Food Processing)		14.35
21100 - Shipping/Receiving Clerk	11.33	
21130 - Shipping Packer	11.43	
21140 - Store Worker I	9.70	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.40
21210 - Tools and Parts Attendant	13.32	
21400 - Warehouse Specialist	14.35	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	19.82	
23040 - Aircraft Mechanic Helper	15.44	
23050 - Aircraft Quality Control Inspector	20.72	
23060 - Aircraft Servicer	17.02	
23070 - Aircraft Worker	17.94	
23100 - Appliance Mechanic	18.89	
23120 - Bicycle Repairer	15.54	
23125 - Cable Splicer	21.80	
23130 - Carpenter, Maintenance	18.89	
23140 - Carpet Layer	17.94	
23160 - Electrician, Maintenance	24.34	
23181 - Electronics Technician, Maintenance I		17.53
23182 - Electronics Technician, Maintenance II		20.96
23183 - Electronics Technician, Maintenance III		22.10
23260 - Fabric Worker	17.02	
23290 - Fire Alarm System Mechanic	19.82	
23310 - Fire Extinguisher Repairer	16.08	
23340 - Fuel Distribution System Mechanic	19.82	
23370 - General Maintenance Worker	17.94	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		19.82
23430 - Heavy Equipment Mechanic	19.82	
23440 - Heavy Equipment Operator	18.35	
23460 - Instrument Mechanic	19.82	
23470 - Laborer	8.91	
23500 - Locksmith	18.89	

23530 - Machinery Maintenance Mechanic	21.34
23550 - Machinist, Maintenance	19.82
23580 - Maintenance Trades Helper	15.44
23640 - Millwright	20.97
23700 - Office Appliance Repairer	18.89
23740 - Painter, Aircraft	18.89
23760 - Painter, Maintenance	18.89
23790 - Pipefitter, Maintenance	20.89
23800 - Plumber, Maintenance	18.89
23820 - Pneudraulic Systems Mechanic	19.82
23850 - Rigger	19.82
23870 - Scale Mechanic	17.94
23890 - Sheet-Metal Worker, Maintenance	19.82
23910 - Small Engine Mechanic	17.94
23930 - Telecommunication Mechanic I	19.82
23931 - Telecommunication Mechanic II	20.72
23950 - Telephone Lineman	19.82
23960 - Welder, Combination, Maintenance	19.82
23965 - Well Driller	19.82
23970 - Woodcraft Worker	19.82
23980 - Woodworker	16.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	12.15
24600 - Chore Aid	7.20
24630 - Homemaker	14.76
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.70
25040 - Sewage Plant Operator	18.89
25070 - Stationary Engineer	19.82
25190 - Ventilation Equipment Tender	15.44
25210 - Water Treatment Plant Operator	18.89
27000 - Protective Service Occupations	
(not set) - Police Officer	17.99
27004 - Alarm Monitor	12.43
27006 - Corrections Officer	15.66
27010 - Court Security Officer	16.20

27040 - Detention Officer	15.66	
27070 - Firefighter	16.63	
27101 - Guard I	9.61	
27102 - Guard II	10.74	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	17.07	
28020 - Hatch Tender	17.07	
28030 - Line Handler	17.07	
28040 - Stevedore I	16.06	
28050 - Stevedore II	17.94	
29000 - Technical Occupations		
21150 - Graphic Artist	22.56	
29010 - Air Traffic Control Specialist, Center (2)	29.65	
29011 - Air Traffic Control Specialist, Station (2)	20.45	
29012 - Air Traffic Control Specialist, Terminal (2)	22.53	
29023 - Archeological Technician I	16.03	
29024 - Archeological Technician II	18.04	
29025 - Archeological Technician III	22.25	
29030 - Cartographic Technician	23.00	
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.46	
29040 - Civil Engineering Technician	18.16	
29061 - Drafter I	13.47	
29062 - Drafter II	15.36	
29063 - Drafter III	17.97	
29064 - Drafter IV	22.25	
29081 - Engineering Technician I	16.30	
29082 - Engineering Technician II	18.31	
29083 - Engineering Technician III	20.47	
29084 - Engineering Technician IV	25.84	
29085 - Engineering Technician V	31.60	
29086 - Engineering Technician VI	38.23	
29090 - Environmental Technician	17.10	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	21.07	
29210 - Laboratory Technician	18.10	
29240 - Mathematical Technician	23.00	
29361 - Paralegal/Legal Assistant I	15.17	

29362 - Paralegal/Legal Assistant II	19.67	
29363 - Paralegal/Legal Assistant III	24.06	
29364 - Paralegal/Legal Assistant IV	29.12	
29390 - Photooptics Technician	23.00	
29480 - Technical Writer	23.19	
29491 - Unexploded Ordnance (UXO) Technician I	18.85	
29492 - Unexploded Ordnance (UXO) Technician II	22.81	
29493 - Unexploded Ordnance (UXO) Technician III	27.33	
29494 - Unexploded (UXO) Safety Escort	18.85	
29495 - Unexploded (UXO) Sweep Personnel	18.85	
29620 - Weather Observer, Senior (3)	20.35	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.32	
29622 - Weather Observer, Upper Air (3)	18.32	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	14.82	
31260 - Parking and Lot Attendant	6.79	
31290 - Shuttle Bus Driver	10.47	
31300 - Taxi Driver	10.44	
31361 - Truckdriver, Light Truck	10.47	
31362 - Truckdriver, Medium Truck	16.37	
31363 - Truckdriver, Heavy Truck	17.56	
31364 - Truckdriver, Tractor-Trailer	17.56	
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99030 - Cashier	7.96	
99041 - Carnival Equipment Operator	8.65	
99042 - Carnival Equipment Repairer	9.19	
99043 - Carnival Worker	7.04	
99050 - Desk Clerk	9.74	
99095 - Embalmer	18.36	
99300 - Lifeguard	9.90	
99310 - Mortician	20.20	
99350 - Park Attendant (Aide)	12.44	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.33	
99500 - Recreation Specialist	13.50	
99510 - Recycling Worker	10.93	
99610 - Sales Clerk	9.61	

99620 - School Crossing Guard (Crosswalk Attendant)	8.78
99630 - Sport Official	9.90
99658 - Survey Party Chief (Chief of Party)	17.69
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.86
99660 - Surveying Aide	11.58
99690 - Swimming Pool Operator	10.92
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99740 - Vending Machine Repairer Helper	9.20

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2058 REV (29) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94-2058 REV (29) AREA: CA,SAN DIEGO

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2058

William W.Gross Division of | Revision No.: 29

Director Wage Determinations| Date Of Last Revision: 09/04/2003

State: **California**

Area: **California** Counties of Imperial, San Diego

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	10.92
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01012 - Accounting Clerk II	11.91
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01013 - Accounting Clerk III	13.91
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01014 - Accounting Clerk IV	17.29
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01030 - Court Reporter	15.77
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01050 - Dispatcher, Motor Vehicle	15.77
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01060 - Document Preparation Clerk	11.70
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01070 - Messenger (Courier)	10.86
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01090 - Duplicating Machine Operator	11.70
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01110 - Film/Tape Librarian	13.40
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01115 - General Clerk I	8.32
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01116 - General Clerk II	9.34
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01117 - General Clerk III	11.70
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01118 - General Clerk IV	13.40
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01120 - Housing Referral Assistant	18.99
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01131 - Key Entry Operator I	10.96
01132 - Key Entry Operator II	12.43
01191 - Order Clerk I	11.38
01192 - Order Clerk II	14.19
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	15.60
01263 - Personnel Assistant (Employment) III	18.79
01264 - Personnel Assistant (Employment) IV	21.98
01270 - Production Control Clerk	16.88
01290 - Rental Clerk	13.10
01300 - Scheduler, Maintenance	13.40
01311 - Secretary I	13.40
01312 - Secretary II	15.77
01313 - Secretary III	18.99
01314 - Secretary IV	21.47
01315 - Secretary V	25.37
01320 - Service Order Dispatcher	14.48
01341 - Stenographer I	11.70
01342 - Stenographer II	13.40
01400 - Supply Technician	21.47
01420 - Survey Worker (Interviewer)	15.77
01460 - Switchboard Operator-Receptionist	11.79
01510 - Test Examiner	15.77
01520 - Test Proctor	15.77
01531 - Travel Clerk I	10.45
01532 - Travel Clerk II	11.43
01533 - Travel Clerk III	12.54
01611 - Word Processor I	12.67
01612 - Word Processor II	15.57
01613 - Word Processor III	18.97
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.17
03041 - Computer Operator I	13.40
03042 - Computer Operator II	15.52
03043 - Computer Operator III	17.36
03044 - Computer Operator IV	20.39
03045 - Computer Operator V	22.57

03071 - Computer Programmer I (1)	19.68
03072 - Computer Programmer II (1)	24.39
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.03
05010 - Automotive Glass Installer	17.45
05040 - Automotive Worker	17.45
05070 - Electrician, Automotive	18.13
05100 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	17.45
05190 - Motor Vehicle Mechanic	18.43
05220 - Motor Vehicle Mechanic Helper	15.06
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.45
05310 - Painter, Automotive	18.46
05340 - Radiator Repair Specialist	17.45
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	18.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.28
07010 - Baker	12.00
07041 - Cook I	11.04
07042 - Cook II	12.00
07070 - Dishwasher	8.28
07130 - Meat Cutter	14.30
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	13.02
09070 - Furniture Refinisher	18.13
09100 - Furniture Refinisher Helper	15.06

09110 - Furniture Repairer, Minor	16.81
09130 - Upholsterer	18.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	9.11
11090 - Gardener	12.14
11121 - House Keeping Aid I	8.36
11122 - House Keeping Aid II	9.23
11150 - Janitor	9.22
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.36
11270 - Pest Controller	11.56
11300 - Refuse Collector	10.47
11330 - Tractor Operator	11.40
11360 - Window Cleaner	10.69
12000 - Health Occupations	
12020 - Dental Assistant	16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.50
12071 - Licensed Practical Nurse I	12.34
12072 - Licensed Practical Nurse II	13.84
12073 - Licensed Practical Nurse III	15.52
12100 - Medical Assistant	11.80
12130 - Medical Laboratory Technician	15.04
12160 - Medical Record Clerk	13.89
12190 - Medical Record Technician	14.58
12221 - Nursing Assistant I	7.83
12222 - Nursing Assistant II	8.86
12223 - Nursing Assistant III	9.60
12224 - Nursing Assistant IV	10.80
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	14.34
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	27.35
12313 - Registered Nurse II, Specialist	27.35
12314 - Registered Nurse III	32.49
12315 - Registered Nurse III, Anesthetist	32.49
12316 - Registered Nurse IV	38.94

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	19.52
13011 - Exhibits Specialist I	16.76
13012 - Exhibits Specialist II	19.53
13013 - Exhibits Specialist III	23.89
13041 - Illustrator I	17.97
13042 - Illustrator II	20.93
13043 - Illustrator III	25.61
13047 - Librarian	25.37
13050 - Library Technician	13.58
13071 - Photographer I	13.02
13072 - Photographer II	16.76
13073 - Photographer III	19.53
13074 - Photographer IV	23.89
13075 - Photographer V	28.91

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.97
15030 - Counter Attendant	7.97
15040 - Dry Cleaner	9.93
15070 - Finisher, Flatwork, Machine	7.97
15090 - Presser, Hand	7.97
15100 - Presser, Machine, Drycleaning	7.97
15130 - Presser, Machine, Shirts	7.97
15160 - Presser, Machine, Wearing Apparel, Laundry	7.97
15190 - Sewing Machine Operator	10.57
15220 - Tailor	11.20
15250 - Washer, Machine	8.65

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	18.13
19040 - Tool and Die Maker	22.25

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	19.17
21020 - Material Coordinator	15.51
21030 - Material Expediter	15.51
21040 - Material Handling Laborer	9.82
21050 - Order Filler	10.93
21071 - Forklift Operator	13.93

21080 - Production Line Worker (Food Processing)	13.93
21100 - Shipping/Receiving Clerk	11.60
21130 - Shipping Packer	12.96
21140 - Store Worker I	9.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.85
21210 - Tools and Parts Attendant	12.95
21400 - Warehouse Specialist	13.93
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.78
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft Quality Control Inspector	21.67
23060 - Aircraft Servicer	17.14
23070 - Aircraft Worker	17.79
23100 - Appliance Mechanic	18.13
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	21.57
23130 - Carpenter, Maintenance	18.13
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	20.26
23181 - Electronics Technician, Maintenance I	14.23
23182 - Electronics Technician, Maintenance II	20.68
23183 - Electronics Technician, Maintenance III	24.77
23260 - Fabric Worker	16.81
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	16.12
23340 - Fuel Distribution System Mechanic	22.39
23370 - General Maintenance Worker	17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430 - Heavy Equipment Mechanic	20.37
23440 - Heavy Equipment Operator	24.65
23460 - Instrument Mechanic	20.14
23470 - Laborer	10.95
23500 - Locksmith	18.13
23530 - Machinery Maintenance Mechanic	22.42
23550 - Machinist, Maintenance	18.96
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	23.50

23700 - Office Appliance Repairer	19.34
23740 - Painter, Aircraft	18.46
23760 - Painter, Maintenance	18.13
23790 - Pipefitter, Maintenance	19.55
23800 - Plumber, Maintenance	18.89
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	18.76
23870 - Scale Mechanic	18.33
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.45
23930 - Telecommunication Mechanic I	19.76
23931 - Telecommunication Mechanic II	22.91
23950 - Telephone Lineman	19.76
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	19.74
23970 - Woodcraft Worker	20.14
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	13.39
24600 - Chore Aid	9.19
24630 - Homemaker	16.79
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.70
25040 - Sewage Plant Operator	23.28
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	16.57
25210 - Water Treatment Plant Operator	23.28
27000 - Protective Service Occupations	
(not set) - Police Officer	25.70
27004 - Alarm Monitor	19.44
27006 - Corrections Officer	20.59
27010 - Court Security Officer	22.34
27040 - Detention Officer	22.34
27070 - Firefighter	20.71
27101 - Guard I	9.13
27102 - Guard II	17.44

28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	16.80	
28020 - Hatch Tender	16.13	
28030 - Line Handler	16.13	
28040 - Stevedore I	16.24	
28050 - Stevedore II	18.17	
29000 - Technical Occupations		
21150 - Graphic Artist	20.28	
29010 - Air Traffic Control Specialist, Center (2)	30.18	
29011 - Air Traffic Control Specialist, Station (2)	20.82	
29012 - Air Traffic Control Specialist, Terminal (2)	22.93	
29023 - Archeological Technician I	17.17	
29024 - Archeological Technician II	19.21	
29025 - Archeological Technician III	23.80	
29030 - Cartographic Technician	22.77	
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.13	
29040 - Civil Engineering Technician	22.87	
29061 - Drafter I	13.34	
29062 - Drafter II	14.98	
29063 - Drafter III	19.27	
29064 - Drafter IV	22.46	
29081 - Engineering Technician I	14.99	
29082 - Engineering Technician II	16.83	
29083 - Engineering Technician III	20.26	
29084 - Engineering Technician IV	24.68	
29085 - Engineering Technician V	30.06	
29086 - Engineering Technician VI	36.39	
29090 - Environmental Technician	18.18	
29100 - Flight Simulator/Instructor (Pilot)	30.38	
29160 - Instructor	23.75	
29210 - Laboratory Technician	18.27	
29240 - Mathematical Technician	23.52	
29361 - Paralegal/Legal Assistant I	17.86	
29362 - Paralegal/Legal Assistant II	22.39	
29363 - Paralegal/Legal Assistant III	27.39	
29364 - Paralegal/Legal Assistant IV	33.13	
29390 - Photooptics Technician	21.92	

29480 - Technical Writer	25.76	
29491 - Unexploded Ordnance (UXO) Technician I		19.18
29492 - Unexploded Ordnance (UXO) Technician II		23.21
29493 - Unexploded Ordnance (UXO) Technician III		27.82
29494 - Unexploded (UXO) Safety Escort	19.18	
29495 - Unexploded (UXO) Sweep Personnel	19.18	
29620 - Weather Observer, Senior (3)	19.32	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.40	
29622 - Weather Observer, Upper Air (3)	17.40	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.49	
31260 - Parking and Lot Attendant	8.08	
31290 - Shuttle Bus Driver	11.47	
31300 - Taxi Driver	9.30	
31361 - Truckdriver, Light Truck	11.33	
31362 - Truckdriver, Medium Truck	14.89	
31363 - Truckdriver, Heavy Truck	15.83	
31364 - Truckdriver, Tractor-Trailer	15.83	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	9.66	
99030 - Cashier	10.94	
99041 - Carnival Equipment Operator	11.56	
99042 - Carnival Equipment Repairer	12.32	
99043 - Carnival Worker	8.28	
99050 - Desk Clerk	10.06	
99095 - Embalmer	19.62	
99300 - Lifeguard	10.08	
99310 - Mortician	19.62	
99350 - Park Attendant (Aide)	12.66	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		11.63
99500 - Recreation Specialist	13.95	
99510 - Recycling Worker	13.15	
99610 - Sales Clerk	10.92	
99620 - School Crossing Guard (Crosswalk Attendant)		8.28
99630 - Sport Official	10.08	
99658 - Survey Party Chief (Chief of Party)	21.91	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		19.92

99660 - Surveying Aide	14.31
99690 - Swimming Pool Operator	12.70
99720 - Vending Machine Attendant	11.97
99730 - Vending Machine Repairer	13.85
99740 - Vending Machine Repairer Helper	11.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2115 REV (30) AREA: FL,JACKSONVILLE

WAGE DETERMINATION NO: 94-2115 REV (30) AREA: FL,JACKSONVILLE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2115

William W.Gross Division of | Revision No.: 30

Director Wage Determinations| Date Of Last Revision: 06/26/2003

States: **Florida**, Georgia

Area: **Florida** Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette,

Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.85
01012 - Accounting Clerk II	11.70
01013 - Accounting Clerk III	12.45
01014 - Accounting Clerk IV	15.56
01030 - Court Reporter	13.04
01050 - Dispatcher, Motor Vehicle	13.23
01060 - Document Preparation Clerk	10.25
01070 - Messenger (Courier)	8.42
01090 - Duplicating Machine Operator	10.25
01110 - Film/Tape Librarian	11.23
01115 - General Clerk I	8.34
01116 - General Clerk II	9.64
01117 - General Clerk III	11.58

01118 - General Clerk IV	17.76
01120 - Housing Referral Assistant	14.11
01131 - Key Entry Operator I	10.06
01132 - Key Entry Operator II	12.80
01191 - Order Clerk I	10.99
01192 - Order Clerk II	12.48
01261 - Personnel Assistant (Employment) I	11.52
01262 - Personnel Assistant (Employment) II	12.10
01263 - Personnel Assistant (Employment) III	12.87
01264 - Personnel Assistant (Employment) IV	14.77
01270 - Production Control Clerk	14.60
01290 - Rental Clerk	10.35
01300 - Scheduler, Maintenance	11.23
01311 - Secretary I	11.23
01312 - Secretary II	12.86
01313 - Secretary III	14.11
01314 - Secretary IV	16.36
01315 - Secretary V	16.60
01320 - Service Order Dispatcher	11.56
01341 - Stenographer I	13.28
01342 - Stenographer II	14.08
01400 - Supply Technician	16.69
01420 - Survey Worker (Interviewer)	11.85
01460 - Switchboard Operator-Receptionist	8.55
01510 - Test Examiner	12.86
01520 - Test Proctor	12.86
01531 - Travel Clerk I	8.88
01532 - Travel Clerk II	9.68
01533 - Travel Clerk III	10.43
01611 - Word Processor I	10.97
01612 - Word Processor II	14.62
01613 - Word Processor III	16.37
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.58
03041 - Computer Operator I	12.18
03042 - Computer Operator II	13.12
03043 - Computer Operator III	15.41

03044 - Computer Operator IV	18.91
03045 - Computer Operator V	21.00
03071 - Computer Programmer I (1)	16.52
03072 - Computer Programmer II (1)	21.25
03073 - Computer Programmer III (1)	22.97
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.20
03102 - Computer Systems Analyst II (1)	22.63
03103 - Computer Systems Analyst III (1)	26.84
03160 - Peripheral Equipment Operator	15.41
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.38
05010 - Automotive Glass Installer	14.06
05040 - Automotive Worker	14.06
05070 - Electrician, Automotive	15.98
05100 - Mobile Equipment Servicer	12.11
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.06
05190 - Motor Vehicle Mechanic	16.41
05220 - Motor Vehicle Mechanic Helper	11.47
05250 - Motor Vehicle Upholstery Worker	13.09
05280 - Motor Vehicle Wrecker	14.06
05310 - Painter, Automotive	15.02
05340 - Radiator Repair Specialist	14.06
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.89
07010 - Baker	10.15
07041 - Cook I	8.70
07042 - Cook II	10.15
07070 - Dishwasher	6.46
07130 - Meat Cutter	10.74
07250 - Waiter/Waitress	7.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.02
09040 - Furniture Handler	9.62

09070 - Furniture Refinisher	15.02
09100 - Furniture Refinisher Helper	11.17
09110 - Furniture Repairer, Minor	13.09
09130 - Upholsterer	15.02
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.76
11060 - Elevator Operator	7.76
11090 - Gardener	9.69
11121 - House Keeping Aid I	6.78
11122 - House Keeping Aid II	7.76
11150 - Janitor	7.76
11210 - Laborer, Grounds Maintenance	8.53
11240 - Maid or Houseman	7.08
11270 - Pest Controller	10.99
11300 - Refuse Collector	7.76
11330 - Tractor Operator	9.25
11360 - Window Cleaner	8.53
12000 - Health Occupations	
12020 - Dental Assistant	12.01
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.29
12071 - Licensed Practical Nurse I	11.02
12072 - Licensed Practical Nurse II	12.36
12073 - Licensed Practical Nurse III	13.83
12100 - Medical Assistant	10.58
12130 - Medical Laboratory Technician	11.24
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.90
12222 - Nursing Assistant II	8.88
12223 - Nursing Assistant III	9.69
12224 - Nursing Assistant IV	10.87
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.24
12311 - Registered Nurse I	16.92
12312 - Registered Nurse II	20.71
12313 - Registered Nurse II, Specialist	20.71
12314 - Registered Nurse III	25.06

12315 - Registered Nurse III, Anesthetist	25.06
12316 - Registered Nurse IV	30.01
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.06
13011 - Exhibits Specialist I	13.49
13012 - Exhibits Specialist II	16.70
13013 - Exhibits Specialist III	20.50
13041 - Illustrator I	13.49
13042 - Illustrator II	16.70
13043 - Illustrator III	19.61
13047 - Librarian	18.93
13050 - Library Technician	12.87
13071 - Photographer I	12.26
13072 - Photographer II	15.18
13073 - Photographer III	17.83
13074 - Photographer IV	21.81
13075 - Photographer V	26.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.69
15030 - Counter Attendant	6.69
15040 - Dry Cleaner	8.47
15070 - Finisher, Flatwork, Machine	6.69
15090 - Presser, Hand	6.69
15100 - Presser, Machine, Drycleaning	6.69
15130 - Presser, Machine, Shirts	6.69
15160 - Presser, Machine, Wearing Apparel, Laundry	6.69
15190 - Sewing Machine Operator	9.15
15220 - Tailor	9.55
15250 - Washer, Machine	7.29
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.02
19040 - Tool and Die Maker	18.89
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.94
21020 - Material Coordinator	15.29
21030 - Material Expediter	15.29
21040 - Material Handling Laborer	10.24

21050 - Order Filler	9.88	
21071 - Forklift Operator	12.76	
21080 - Production Line Worker (Food Processing)		11.62
21100 - Shipping/Receiving Clerk	10.87	
21130 - Shipping Packer	9.88	
21140 - Store Worker I	8.64	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		10.58
21210 - Tools and Parts Attendant	11.62	
21400 - Warehouse Specialist	10.35	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	17.58	
23040 - Aircraft Mechanic Helper	11.17	
23050 - Aircraft Quality Control Inspector	16.95	
23060 - Aircraft Servicer	13.09	
23070 - Aircraft Worker	14.06	
23100 - Appliance Mechanic	15.02	
23120 - Bicycle Repairer	11.70	
23125 - Cable Splicer	15.98	
23130 - Carpenter, Maintenance	15.02	
23140 - Carpet Layer	15.02	
23160 - Electrician, Maintenance	18.39	
23181 - Electronics Technician, Maintenance I		17.47
23182 - Electronics Technician, Maintenance II		19.24
23183 - Electronics Technician, Maintenance III		20.37
23260 - Fabric Worker	12.71	
23290 - Fire Alarm System Mechanic	15.98	
23310 - Fire Extinguisher Repairer	12.22	
23340 - Fuel Distribution System Mechanic	17.58	
23370 - General Maintenance Worker	14.06	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		15.98
23430 - Heavy Equipment Mechanic	15.98	
23440 - Heavy Equipment Operator	18.30	
23460 - Instrument Mechanic	15.98	
23470 - Laborer	10.07	
23500 - Locksmith	15.02	
23530 - Machinery Maintenance Mechanic		15.98
23550 - Machinist, Maintenance	15.98	

23580 - Maintenance Trades Helper	11.17
23640 - Millwright	15.98
23700 - Office Appliance Repairer	15.02
23740 - Painter, Aircraft	15.02
23760 - Painter, Maintenance	15.02
23790 - Pipefitter, Maintenance	15.98
23800 - Plumber, Maintenance	15.02
23820 - Pneudraulic Systems Mechanic	15.98
23850 - Rigger	15.98
23870 - Scale Mechanic	14.06
23890 - Sheet-Metal Worker, Maintenance	15.98
23910 - Small Engine Mechanic	14.06
23930 - Telecommunication Mechanic I	15.98
23931 - Telecommunication Mechanic II	16.95
23950 - Telephone Lineman	15.98
23960 - Welder, Combination, Maintenance	15.98
23965 - Well Driller	15.98
23970 - Woodcraft Worker	15.98
23980 - Woodworker	12.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.24
24580 - Child Care Center Clerk	10.60
24600 - Chore Aid	6.78
24630 - Homemaker	16.83
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.19
25040 - Sewage Plant Operator	15.02
25070 - Stationary Engineer	16.19
25190 - Ventilation Equipment Tender	11.17
25210 - Water Treatment Plant Operator	15.02
27000 - Protective Service Occupations	
(not set) - Police Officer	18.34
27004 - Alarm Monitor	11.13
27006 - Corrections Officer	13.12
27010 - Court Security Officer	13.12
27040 - Detention Officer	13.12
27070 - Firefighter	12.05

27101 - Guard I	7.83	
27102 - Guard II	11.13	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	14.65	
28020 - Hatch Tender	14.65	
28030 - Line Handler	14.65	
28040 - Stevedore I	13.60	
28050 - Stevedore II	15.58	
29000 - Technical Occupations		
21150 - Graphic Artist	19.08	
29010 - Air Traffic Control Specialist, Center (2)	28.21	
29011 - Air Traffic Control Specialist, Station (2)	19.46	
29012 - Air Traffic Control Specialist, Terminal (2)	21.43	
29023 - Archeological Technician I	14.12	
29024 - Archeological Technician II	15.80	
29025 - Archeological Technician III	18.72	
29030 - Cartographic Technician	19.56	
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.05	
29040 - Civil Engineering Technician	17.83	
29061 - Drafter I	11.26	
29062 - Drafter II	12.76	
29063 - Drafter III	15.80	
29064 - Drafter IV	18.56	
29081 - Engineering Technician I	11.79	
29082 - Engineering Technician II	15.06	
29083 - Engineering Technician III	18.49	
29084 - Engineering Technician IV	21.71	
29085 - Engineering Technician V	26.51	
29086 - Engineering Technician VI	32.13	
29090 - Environmental Technician	17.40	
29100 - Flight Simulator/Instructor (Pilot)	22.63	
29160 - Instructor	18.95	
29210 - Laboratory Technician	14.66	
29240 - Mathematical Technician	19.56	
29361 - Paralegal/Legal Assistant I	14.34	
29362 - Paralegal/Legal Assistant II	17.99	
29363 - Paralegal/Legal Assistant III	22.00	

29364 - Paralegal/Legal Assistant IV	26.63	
29390 - Photooptics Technician	19.56	
29480 - Technical Writer	20.50	
29491 - Unexploded Ordnance (UXO) Technician I	17.93	
29492 - Unexploded Ordnance (UXO) Technician II	21.70	
29493 - Unexploded Ordnance (UXO) Technician III	26.01	
29494 - Unexploded (UXO) Safety Escort	17.93	
29495 - Unexploded (UXO) Sweep Personnel	17.93	
29620 - Weather Observer, Senior (3)	16.28	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.66	
29622 - Weather Observer, Upper Air (3)	14.66	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	14.00	
31260 - Parking and Lot Attendant	7.52	
31290 - Shuttle Bus Driver	10.02	
31300 - Taxi Driver	8.03	
31361 - Truckdriver, Light Truck	11.02	
31362 - Truckdriver, Medium Truck	15.71	
31363 - Truckdriver, Heavy Truck	17.42	
31364 - Truckdriver, Tractor-Trailer	17.42	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	7.88	
99030 - Cashier	7.83	
99041 - Carnival Equipment Operator	8.92	
99042 - Carnival Equipment Repairer	8.42	
99043 - Carnival Worker	6.74	
99050 - Desk Clerk	9.58	
99095 - Embalmer	17.93	
99300 - Lifeguard	9.42	
99310 - Mortician	18.23	
99350 - Park Attendant (Aide)	11.84	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.77	
99500 - Recreation Specialist	12.79	
99510 - Recycling Worker	10.26	
99610 - Sales Clerk	9.42	
99620 - School Crossing Guard (Crosswalk Attendant)	6.56	
99630 - Sport Official	9.41	

99658 - Survey Party Chief (Chief of Party)	17.46
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.56
99660 - Surveying Aide	9.89
99690 - Swimming Pool Operator	11.17
99720 - Vending Machine Attendant	8.87
99730 - Vending Machine Repairer	11.17
99740 - Vending Machine Repairer Helper	8.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
 - 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
 - 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).
- HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2531 REV (23) AREA: UT,STATEWIDE

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2531

William W.Gross Division of | Revision No.: 23

Director Wage Determinations| Date Of Last Revision: 06/26/2003

State: **Utah**Area: **Utah** Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
-------------------------	-------------------

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	8.34
01012 - Accounting Clerk II	9.49
01013 - Accounting Clerk III	11.68
01014 - Accounting Clerk IV	13.72
01030 - Court Reporter	12.11
01050 - Dispatcher, Motor Vehicle	13.92
01060 - Document Preparation Clerk	9.34
01070 - Messenger (Courier)	8.45
01090 - Duplicating Machine Operator	9.34
01110 - Film/Tape Librarian	9.78
01115 - General Clerk I	7.99
01116 - General Clerk II	9.35
01117 - General Clerk III	9.91
01118 - General Clerk IV	11.93
01120 - Housing Referral Assistant	14.18
01131 - Key Entry Operator I	9.34

01132 - Key Entry Operator II	11.09
01191 - Order Clerk I	11.22
01192 - Order Clerk II	12.96
01261 - Personnel Assistant (Employment) I	10.74
01262 - Personnel Assistant (Employment) II	11.84
01263 - Personnel Assistant (Employment) III	12.44
01264 - Personnel Assistant (Employment) IV	13.82
01270 - Production Control Clerk	13.51
01290 - Rental Clerk	9.78
01300 - Scheduler, Maintenance	11.04
01311 - Secretary I	11.04
01312 - Secretary II	12.42
01313 - Secretary III	14.18
01314 - Secretary IV	16.86
01315 - Secretary V	18.28
01320 - Service Order Dispatcher	12.38
01341 - Stenographer I	11.39
01342 - Stenographer II	12.80
01400 - Supply Technician	16.86
01420 - Survey Worker (Interviewer)	11.00
01460 - Switchboard Operator-Receptionist	9.18
01510 - Test Examiner	12.42
01520 - Test Proctor	12.42
01531 - Travel Clerk I	9.56
01532 - Travel Clerk II	10.21
01533 - Travel Clerk III	10.76
01611 - Word Processor I	10.66
01612 - Word Processor II	14.44
01613 - Word Processor III	16.01
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	8.56
03041 - Computer Operator I	10.19
03042 - Computer Operator II	12.88
03043 - Computer Operator III	16.74
03044 - Computer Operator IV	18.24
03045 - Computer Operator V	20.21
03071 - Computer Programmer I (1)	16.64

03072 - Computer Programmer II (1)	19.24
03073 - Computer Programmer III (1)	23.63
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	20.34
03102 - Computer Systems Analyst II (1)	24.12
03103 - Computer Systems Analyst III (1)	28.17
03160 - Peripheral Equipment Operator	10.19
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.86
05010 - Automotive Glass Installer	14.46
05040 - Automotive Worker	14.43
05070 - Electrician, Automotive	15.23
05100 - Mobile Equipment Servicer	12.84
05130 - Motor Equipment Metal Mechanic	15.86
05160 - Motor Equipment Metal Worker	14.43
05190 - Motor Vehicle Mechanic	15.02
05220 - Motor Vehicle Mechanic Helper	11.89
05250 - Motor Vehicle Upholstery Worker	13.64
05280 - Motor Vehicle Wrecker	14.43
05310 - Painter, Automotive	15.23
05340 - Radiator Repair Specialist	14.43
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	15.86
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.58
07010 - Baker	10.08
07041 - Cook I	8.91
07042 - Cook II	10.08
07070 - Dishwasher	6.60
07130 - Meat Cutter	12.75
07250 - Waiter/Waitress	7.51
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.76
09040 - Furniture Handler	11.34
09070 - Furniture Refinisher	15.76
09100 - Furniture Refinisher Helper	11.89
09110 - Furniture Repairer, Minor	13.64

09130 - Upholsterer	15.76
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.51
11060 - Elevator Operator	7.43
11090 - Gardener	10.90
11121 - House Keeping Aid I	7.41
11122 - House Keeping Aid II	7.52
11150 - Janitor	8.54
11210 - Laborer, Grounds Maintenance	9.05
11240 - Maid or Houseman	7.41
11270 - Pest Controller	10.45
11300 - Refuse Collector	8.33
11330 - Tractor Operator	10.54
11360 - Window Cleaner	8.09
12000 - Health Occupations	
12020 - Dental Assistant	11.19
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	10.96
12072 - Licensed Practical Nurse II	12.31
12073 - Licensed Practical Nurse III	13.77
12100 - Medical Assistant	9.78
12130 - Medical Laboratory Technician	10.35
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.41
12222 - Nursing Assistant II	8.33
12223 - Nursing Assistant III	9.10
12224 - Nursing Assistant IV	10.20
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.57
12311 - Registered Nurse I	16.99
12312 - Registered Nurse II	21.00
12313 - Registered Nurse II, Specialist	21.00
12314 - Registered Nurse III	27.97
12315 - Registered Nurse III, Anesthetist	27.97
12316 - Registered Nurse IV	31.23
13000 - Information and Arts Occupations	

13002 - Audiovisual Librarian	19.38	
13011 - Exhibits Specialist I	14.54	
13012 - Exhibits Specialist II	17.70	
13013 - Exhibits Specialist III	21.59	
13041 - Illustrator I	15.75	
13042 - Illustrator II	19.17	
13043 - Illustrator III	23.39	
13047 - Librarian	18.55	
13050 - Library Technician	10.72	
13071 - Photographer I	13.70	
13072 - Photographer II	15.99	
13073 - Photographer III	19.47	
13074 - Photographer IV	23.75	
13075 - Photographer V	28.82	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.48	
15030 - Counter Attendant	7.48	
15040 - Dry Cleaner	9.00	
15070 - Finisher, Flatwork, Machine	7.48	
15090 - Presser, Hand	7.48	
15100 - Presser, Machine, Drycleaning	7.48	
15130 - Presser, Machine, Shirts	7.48	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.48	
15190 - Sewing Machine Operator	9.61	
15220 - Tailor	10.13	
15250 - Washer, Machine	7.98	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	16.41	
19040 - Tool and Die Maker	18.54	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	12.84	
21020 - Material Coordinator	15.07	
21030 - Material Expediter	15.07	
21040 - Material Handling Laborer	11.67	
21050 - Order Filler	10.28	
21071 - Forklift Operator	11.95	
21080 - Production Line Worker (Food Processing)	11.98	

21100 - Shipping/Receiving Clerk	10.68
21130 - Shipping Packer	10.92
21140 - Store Worker I	8.95
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.01
21210 - Tools and Parts Attendant	11.95
21400 - Warehouse Specialist	11.95
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	17.30
23040 - Aircraft Mechanic Helper	11.92
23050 - Aircraft Quality Control Inspector	17.31
23060 - Aircraft Servicer	13.74
23070 - Aircraft Worker	14.66
23100 - Appliance Mechanic	15.23
23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	20.06
23130 - Carpenter, Maintenance	15.23
23140 - Carpet Layer	16.59
23160 - Electrician, Maintenance	18.42
23181 - Electronics Technician, Maintenance I	14.77
23182 - Electronics Technician, Maintenance II	23.20
23183 - Electronics Technician, Maintenance III	25.14
23260 - Fabric Worker	13.74
23290 - Fire Alarm System Mechanic	16.49
23310 - Fire Extinguisher Repairer	12.84
23340 - Fuel Distribution System Mechanic	17.45
23370 - General Maintenance Worker	13.99
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.40
23430 - Heavy Equipment Mechanic	17.26
23440 - Heavy Equipment Operator	17.20
23460 - Instrument Mechanic	17.20
23470 - Laborer	8.33
23500 - Locksmith	15.23
23530 - Machinery Maintenance Mechanic	18.78
23550 - Machinist, Maintenance	15.86
23580 - Maintenance Trades Helper	11.89
23640 - Millwright	16.01
23700 - Office Appliance Repairer	15.58

23740 - Painter, Aircraft	15.23
23760 - Painter, Maintenance	15.23
23790 - Pipefitter, Maintenance	17.68
23800 - Plumber, Maintenance	16.98
23820 - Pneudraulic Systems Mechanic	16.49
23850 - Rigger	15.86
23870 - Scale Mechanic	14.66
23890 - Sheet-Metal Worker, Maintenance	17.45
23910 - Small Engine Mechanic	14.43
23930 - Telecommunication Mechanic I	15.86
23931 - Telecommunication Mechanic II	16.49
23950 - Telephone Lineman	16.49
23960 - Welder, Combination, Maintenance	15.86
23965 - Well Driller	15.86
23970 - Woodcraft Worker	15.86
23980 - Woodworker	12.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.85
24580 - Child Care Center Clerk	11.05
24600 - Chore Aid	6.59
24630 - Homemaker	12.24
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.77
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.77
25190 - Ventilation Equipment Tender	11.92
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
(not set) - Police Officer	21.39
27004 - Alarm Monitor	12.42
27006 - Corrections Officer	19.80
27010 - Court Security Officer	19.14
27040 - Detention Officer	18.00
27070 - Firefighter	18.02
27101 - Guard I	7.76
27102 - Guard II	12.42
28000 - Stevedoring/Longshoremen Occupations	

28010 - Blocker and Bracer	15.62	
28020 - Hatch Tender	15.62	
28030 - Line Handler	15.62	
28040 - Stevedore I	14.72	
28050 - Stevedore II	17.18	
29000 - Technical Occupations		
21150 - Graphic Artist	19.33	
29010 - Air Traffic Control Specialist, Center (2)	28.21	
29011 - Air Traffic Control Specialist, Station (2)	19.46	
29012 - Air Traffic Control Specialist, Terminal (2)	21.43	
29023 - Archeological Technician I	15.26	
29024 - Archeological Technician II	17.06	
29025 - Archeological Technician III	21.14	
29030 - Cartographic Technician	20.36	
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.23	
29040 - Civil Engineering Technician	17.70	
29061 - Drafter I	11.13	
29062 - Drafter II	14.87	
29063 - Drafter III	17.37	
29064 - Drafter IV	21.14	
29081 - Engineering Technician I	11.28	
29082 - Engineering Technician II	13.77	
29083 - Engineering Technician III	16.62	
29084 - Engineering Technician IV	21.15	
29085 - Engineering Technician V	23.28	
29086 - Engineering Technician VI	26.68	
29090 - Environmental Technician	18.58	
29100 - Flight Simulator/Instructor (Pilot)	24.12	
29160 - Instructor	17.16	
29210 - Laboratory Technician	15.47	
29240 - Mathematical Technician	20.26	
29361 - Paralegal/Legal Assistant I	13.48	
29362 - Paralegal/Legal Assistant II	16.04	
29363 - Paralegal/Legal Assistant III	17.81	
29364 - Paralegal/Legal Assistant IV	24.35	
29390 - Photooptics Technician	20.26	
29480 - Technical Writer	22.80	

29491 - Unexploded Ordnance (UXO) Technician I	17.93	
29492 - Unexploded Ordnance (UXO) Technician II	21.70	
29493 - Unexploded Ordnance (UXO) Technician III	26.01	
29494 - Unexploded (UXO) Safety Escort	17.93	
29495 - Unexploded (UXO) Sweep Personnel	17.93	
29620 - Weather Observer, Senior (3)	18.66	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.80	
29622 - Weather Observer, Upper Air (3)	16.80	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	13.50	
31260 - Parking and Lot Attendant	7.64	
31290 - Shuttle Bus Driver	9.67	
31300 - Taxi Driver	8.60	
31361 - Truckdriver, Light Truck	9.67	
31362 - Truckdriver, Medium Truck	15.87	
31363 - Truckdriver, Heavy Truck	16.35	
31364 - Truckdriver, Tractor-Trailer	16.35	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.58	
99030 - Cashier	7.36	
99041 - Carnival Equipment Operator	9.22	
99042 - Carnival Equipment Repairer	9.87	
99043 - Carnival Worker	7.26	
99050 - Desk Clerk	8.85	
99095 - Embalmer	17.40	
99300 - Lifeguard	9.42	
99310 - Mortician	17.40	
99350 - Park Attendant (Aide)	11.84	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.69	
99500 - Recreation Specialist	12.24	
99510 - Recycling Worker	10.54	
99610 - Sales Clerk	9.54	
99620 - School Crossing Guard (Crosswalk Attendant)	8.33	
99630 - Sport Official	8.69	
99658 - Survey Party Chief (Chief of Party)	15.13	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.75	
99660 - Surveying Aide	10.77	

99690 - Swimming Pool Operator	11.09
99720 - Vending Machine Attendant	9.16
99730 - Vending Machine Repairer	11.09
99740 - Vending Machine Repairer Helper	9.16

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2132 REV (17) AREA: GA,ALBANY

WAGE DETERMINATION NO: 94-2132 REV (17) AREA: GA,ALBANY

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2132

William W.Gross Division of | Revision No.: 17

Director Wage Determinations| Date Of Last Revision: 09/22/2003

State: **Georgia**

Area: **Georgia** Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun,
Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier,
Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.66
01012 - Accounting Clerk II	11.68
01013 - Accounting Clerk III	13.88
01014 - Accounting Clerk IV	19.10
01030 - Court Reporter	11.94
01050 - Dispatcher, Motor Vehicle	13.65
01060 - Document Preparation Clerk	11.42
01070 - Messenger (Courier)	7.47
01090 - Duplicating Machine Operator	11.42
01110 - Film/Tape Librarian	15.56
01115 - General Clerk I	8.29
01116 - General Clerk II	9.15
01117 - General Clerk III	10.16

01118 - General Clerk IV	11.41
01120 - Housing Referral Assistant	13.22
01131 - Key Entry Operator I	8.64
01132 - Key Entry Operator II	10.34
01191 - Order Clerk I	10.45
01192 - Order Clerk II	14.40
01261 - Personnel Assistant (Employment) I	9.70
01262 - Personnel Assistant (Employment) II	12.16
01263 - Personnel Assistant (Employment) III	12.33
01264 - Personnel Assistant (Employment) IV	13.74
01270 - Production Control Clerk	16.82
01290 - Rental Clerk	10.32
01300 - Scheduler, Maintenance	11.17
01311 - Secretary I	10.56
01312 - Secretary II	11.94
01313 - Secretary III	13.32
01314 - Secretary IV	15.14
01315 - Secretary V	16.61
01320 - Service Order Dispatcher	13.14
01341 - Stenographer I	11.23
01342 - Stenographer II	12.02
01400 - Supply Technician	15.14
01420 - Survey Worker (Interviewer)	11.85
01460 - Switchboard Operator-Receptionist	8.77
01510 - Test Examiner	11.94
01520 - Test Proctor	11.94
01531 - Travel Clerk I	8.98
01532 - Travel Clerk II	9.69
01533 - Travel Clerk III	10.31
01611 - Word Processor I	8.38
01612 - Word Processor II	10.45
01613 - Word Processor III	11.70
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.76
03041 - Computer Operator I	12.73
03042 - Computer Operator II	15.17
03043 - Computer Operator III	18.65

03044 - Computer Operator IV	20.70
03045 - Computer Operator V	22.98
03071 - Computer Programmer I (1)	16.27
03072 - Computer Programmer II (1)	20.20
03073 - Computer Programmer III (1)	24.65
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.81
03102 - Computer Systems Analyst II (1)	25.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.38
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.38
05010 - Automotive Glass Installer	15.13
05040 - Automotive Worker	15.13
05070 - Electrician, Automotive	15.78
05100 - Mobile Equipment Servicer	13.28
05130 - Motor Equipment Metal Mechanic	16.45
05160 - Motor Equipment Metal Worker	15.13
05190 - Motor Vehicle Mechanic	16.45
05220 - Motor Vehicle Mechanic Helper	13.15
05250 - Motor Vehicle Upholstery Worker	14.63
05280 - Motor Vehicle Wrecker	15.13
05310 - Painter, Automotive	15.78
05340 - Radiator Repair Specialist	15.13
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	16.45
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.77
07010 - Baker	10.65
07041 - Cook I	8.80
07042 - Cook II	9.68
07070 - Dishwasher	6.89
07130 - Meat Cutter	11.18
07250 - Waiter/Waitress	7.38
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.73

09070 - Furniture Refinisher	16.58
09100 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	15.37
09130 - Upholsterer	16.43
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	7.78
11090 - Gardener	9.65
11121 - House Keeping Aid I	6.84
11122 - House Keeping Aid II	7.54
11150 - Janitor	7.08
11210 - Laborer, Grounds Maintenance	8.67
11240 - Maid or Houseman	6.31
11270 - Pest Controller	10.04
11300 - Refuse Collector	8.56
11330 - Tractor Operator	9.64
11360 - Window Cleaner	8.26
12000 - Health Occupations	
12020 - Dental Assistant	10.44
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.81
12071 - Licensed Practical Nurse I	10.74
12072 - Licensed Practical Nurse II	12.05
12073 - Licensed Practical Nurse III	13.49
12100 - Medical Assistant	11.16
12130 - Medical Laboratory Technician	10.56
12160 - Medical Record Clerk	9.34
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	7.09
12222 - Nursing Assistant II	7.97
12223 - Nursing Assistant III	8.69
12224 - Nursing Assistant IV	9.77
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	10.50
12311 - Registered Nurse I	16.70
12312 - Registered Nurse II	20.37
12313 - Registered Nurse II, Specialist	20.37
12314 - Registered Nurse III	24.65

12315 - Registered Nurse III, Anesthetist	24.65
12316 - Registered Nurse IV	29.55
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.28
13011 - Exhibits Specialist I	15.25
13012 - Exhibits Specialist II	18.17
13013 - Exhibits Specialist III	22.41
13041 - Illustrator I	15.25
13042 - Illustrator II	18.17
13043 - Illustrator III	22.41
13047 - Librarian	17.85
13050 - Library Technician	10.65
13071 - Photographer I	13.78
13072 - Photographer II	16.94
13073 - Photographer III	21.00
13074 - Photographer IV	25.63
13075 - Photographer V	31.09
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.54
15030 - Counter Attendant	6.54
15040 - Dry Cleaner	7.67
15070 - Finisher, Flatwork, Machine	6.54
15090 - Presser, Hand	6.54
15100 - Presser, Machine, Drycleaning	6.54
15130 - Presser, Machine, Shirts	6.54
15160 - Presser, Machine, Wearing Apparel, Laundry	6.54
15190 - Sewing Machine Operator	8.05
15220 - Tailor	8.42
15250 - Washer, Machine	6.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.58
19040 - Tool and Die Maker	19.34
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.68
21020 - Material Coordinator	16.82
21030 - Material Expediter	16.82
21040 - Material Handling Laborer	8.58

21050 - Order Filler	9.79	
21071 - Forklift Operator	10.58	
21080 - Production Line Worker (Food Processing)		12.09
21100 - Shipping/Receiving Clerk	12.11	
21130 - Shipping Packer	12.11	
21140 - Store Worker I	10.52	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.74
21210 - Tools and Parts Attendant	13.29	
21400 - Warehouse Specialist	11.92	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	17.27	
23040 - Aircraft Mechanic Helper	13.15	
23050 - Aircraft Quality Control Inspector	17.97	
23060 - Aircraft Servicer	14.41	
23070 - Aircraft Worker	15.89	
23100 - Appliance Mechanic	15.78	
23120 - Bicycle Repairer	13.03	
23125 - Cable Splicer	18.24	
23130 - Carpenter, Maintenance	16.58	
23140 - Carpet Layer	15.89	
23160 - Electrician, Maintenance	17.43	
23181 - Electronics Technician, Maintenance I		16.34
23182 - Electronics Technician, Maintenance II		17.03
23183 - Electronics Technician, Maintenance III		17.72
23260 - Fabric Worker	13.49	
23290 - Fire Alarm System Mechanic	17.27	
23310 - Fire Extinguisher Repairer	13.82	
23340 - Fuel Distribution System Mechanic	17.27	
23370 - General Maintenance Worker	15.17	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		17.27
23430 - Heavy Equipment Mechanic	17.38	
23440 - Heavy Equipment Operator	12.20	
23460 - Instrument Mechanic	19.38	
23470 - Laborer	9.54	
23500 - Locksmith	16.43	
23530 - Machinery Maintenance Mechanic		19.00
23550 - Machinist, Maintenance	17.78	

23580 - Maintenance Trades Helper	13.82
23640 - Millwright	17.27
23700 - Office Appliance Repairer	14.48
23740 - Painter, Aircraft	16.43
23760 - Painter, Maintenance	16.58
23790 - Pipefitter, Maintenance	18.45
23800 - Plumber, Maintenance	17.55
23820 - Pneudraulic Systems Mechanic	17.58
23850 - Rigger	17.12
23870 - Scale Mechanic	15.89
23890 - Sheet-Metal Worker, Maintenance	17.27
23910 - Small Engine Mechanic	14.41
23930 - Telecommunication Mechanic I	17.27
23931 - Telecommunication Mechanic II	18.10
23950 - Telephone Lineman	17.27
23960 - Welder, Combination, Maintenance	17.27
23965 - Well Driller	17.27
23970 - Woodcraft Worker	17.63
23980 - Woodworker	14.51
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.59
24580 - Child Care Center Clerk	13.19
24600 - Chore Aid	7.25
24630 - Homemaker	14.66
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.12
25040 - Sewage Plant Operator	16.58
25070 - Stationary Engineer	17.27
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	16.58
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	9.35
27006 - Corrections Officer	11.45
27010 - Court Security Officer	12.32
27040 - Detention Officer	12.27
27070 - Firefighter	11.86

27101 - Guard I	7.45	
27102 - Guard II	10.80	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	14.59	
28020 - Hatch Tender	13.94	
28030 - Line Handler	13.94	
28040 - Stevedore I	13.96	
28050 - Stevedore II	15.09	
29000 - Technical Occupations		
21150 - Graphic Artist	20.47	
29010 - Air Traffic Control Specialist, Center (2)	29.10	
29011 - Air Traffic Control Specialist, Station (2)	20.01	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	14.73	
29024 - Archeological Technician II	17.65	
29025 - Archeological Technician III	22.44	
29030 - Cartographic Technician	22.44	
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.44	
29040 - Civil Engineering Technician	22.81	
29061 - Drafter I	12.30	
29062 - Drafter II	14.19	
29063 - Drafter III	17.44	
29064 - Drafter IV	21.62	
29081 - Engineering Technician I	11.85	
29082 - Engineering Technician II	14.19	
29083 - Engineering Technician III	17.44	
29084 - Engineering Technician IV	21.62	
29085 - Engineering Technician V	26.38	
29086 - Engineering Technician VI	32.01	
29090 - Environmental Technician	19.44	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	17.16	
29210 - Laboratory Technician	16.30	
29240 - Mathematical Technician	22.44	
29361 - Paralegal/Legal Assistant I	13.16	
29362 - Paralegal/Legal Assistant II	14.94	
29363 - Paralegal/Legal Assistant III	17.41	

29364 - Paralegal/Legal Assistant IV	21.11	
29390 - Photooptics Technician	21.00	
29480 - Technical Writer	24.77	
29491 - Unexploded Ordnance (UXO) Technician I	18.49	
29492 - Unexploded Ordnance (UXO) Technician II	22.37	
29493 - Unexploded Ordnance (UXO) Technician III	26.87	
29494 - Unexploded (UXO) Safety Escort	18.49	
29495 - Unexploded (UXO) Sweep Personnel	18.49	
29620 - Weather Observer, Senior (3)	18.34	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.84	
29622 - Weather Observer, Upper Air (3)	15.84	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	12.54	
31260 - Parking and Lot Attendant	8.86	
31290 - Shuttle Bus Driver	12.27	
31300 - Taxi Driver	11.70	
31361 - Truckdriver, Light Truck	13.30	
31362 - Truckdriver, Medium Truck	13.83	
31363 - Truckdriver, Heavy Truck	17.02	
31364 - Truckdriver, Tractor-Trailer	17.02	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.48	
99030 - Cashier	7.06	
99041 - Carnival Equipment Operator	9.57	
99042 - Carnival Equipment Repairer	8.95	
99043 - Carnival Worker	7.45	
99050 - Desk Clerk	8.59	
99095 - Embalmer	18.49	
99300 - Lifeguard	9.72	
99310 - Mortician	18.49	
99350 - Park Attendant (Aide)	12.20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.41	
99500 - Recreation Specialist	11.96	
99510 - Recycling Worker	10.53	
99610 - Sales Clerk	8.52	
99620 - School Crossing Guard (Crosswalk Attendant)	7.45	
99630 - Sport Official	9.72	

99658 - Survey Party Chief (Chief of Party)	17.97
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
99660 - Surveying Aide	10.59
99690 - Swimming Pool Operator	10.65
99720 - Vending Machine Attendant	10.24
99730 - Vending Machine Repairer	11.92
99740 - Vending Machine Repairer Helper	10.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2140 REV (19) AREA: GA,MACON

WAGE DETERMINATION NO: 94-2140 REV (19) AREA: GA,MACON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2140

William W.Gross Division of | Revision No.: 19

Director Wage Determinations| Date Of Last Revision: 04/03/2003

State: **Georgia**

Area: **Georgia** Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
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Administrative Support and Clerical Occupations

Accounting Clerk I	9.48
Accounting Clerk II	10.30
Accounting Clerk III	12.56
Accounting Clerk IV	15.43
Court Reporter	12.92
Dispatcher, Motor Vehicle	12.79
Document Preparation Clerk	9.64
Duplicating Machine Operator	9.66
Film/Tape Librarian	9.08
General Clerk I	8.40
General Clerk II	9.43
General Clerk III	10.33
General Clerk IV	11.59
Housing Referral Assistant	15.55

Key Entry Operator I	10.08
Key Entry Operator II	12.07
Messenger (Courier)	9.19
Order Clerk I	11.55
Order Clerk II	13.69
Personnel Assistant (Employment) I	12.10
Personnel Assistant (Employment) II	13.60
Personnel Assistant (Employment) III	14.95
Personnel Assistant (Employment) IV	16.70
Production Control Clerk	16.25
Rental Clerk	9.95
Scheduler, Maintenance	11.41
Secretary I	11.41
Secretary II	12.66
Secretary III	15.55
Secretary IV	17.30
Secretary V	19.17
Service Order Dispatcher	10.00
Stenographer I	11.04
Stenographer II	12.19
Supply Technician	16.68
Survey Worker (Interviewer)	10.84
Switchboard Operator-Receptionist	9.16
Test Examiner	12.66
Test Proctor	12.66
Travel Clerk I	8.60
Travel Clerk II	9.35
Travel Clerk III	10.09
Word Processor I	10.06
Word Processor II	10.98
Word Processor III	12.14
Automatic Data Processing Occupations	
Computer Data Librarian	9.55
Computer Operator I	11.50
Computer Operator II	14.02
Computer Operator III	17.24
Computer Operator IV	19.61

Computer Operator V	22.83
Computer Programmer I (1)	15.61
Computer Programmer II (1)	19.33
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.87
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.48
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.04
Automotive Glass Installer	15.76
Automotive Worker	15.76
Electrician, Automotive	16.39
Mobile Equipment Servicer	14.50
Motor Equipment Metal Mechanic	17.04
Motor Equipment Metal Worker	15.76
Motor Vehicle Mechanic	16.15
Motor Vehicle Mechanic Helper	13.87
Motor Vehicle Upholstery Worker	15.13
Motor Vehicle Wrecker	15.76
Painter, Automotive	16.39
Radiator Repair Specialist	15.76
Tire Repairer	14.01
Transmission Repair Specialist	17.04
Food Preparation and Service Occupations	
Baker	9.32
Cook I	7.22
Cook II	8.44
Dishwasher	6.74
Food Service Worker	7.02
Meat Cutter	11.05
Waiter/Waitress	6.77
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.39
Furniture Handler	11.72
Furniture Refinisher	16.39

Furniture Refinisher Helper	13.87	
Furniture Repairer, Minor	15.13	
Upholsterer	16.39	
General Services and Support Occupations		
Cleaner, Vehicles	8.27	
Elevator Operator	6.80	
Gardener	10.49	
House Keeping Aid I	6.70	
House Keeping Aid II	7.01	
Janitor	7.38	
Laborer, Grounds Maintenance	8.50	
Maid or Houseman	6.70	
Pest Controller	11.80	
Refuse Collector	8.92	
Tractor Operator	10.05	
Window Cleaner	8.33	
Health Occupations		
Dental Assistant	11.48	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.47	
Licensed Practical Nurse I	11.01	
Licensed Practical Nurse II	12.40	
Licensed Practical Nurse III	13.84	
Medical Assistant	12.33	
Medical Laboratory Technician	10.96	
Medical Record Clerk	9.55	
Medical Record Technician	12.93	
Nursing Assistant I	7.91	
Nursing Assistant II	8.92	
Nursing Assistant III	9.73	
Nursing Assistant IV	10.93	
Pharmacy Technician	11.63	
Phlebotomist	11.16	
Registered Nurse I	17.04	
Registered Nurse II	20.88	
Registered Nurse II, Specialist	20.84	
Registered Nurse III	25.21	
Registered Nurse III, Anesthetist	25.11	

Registered Nurse IV	30.21	
Information and Arts Occupations		
Audiovisual Librarian	18.72	
Exhibits Specialist I	11.62	
Exhibits Specialist II	15.07	
Exhibits Specialist III	17.58	
Illustrator I	11.62	
Illustrator II	14.99	
Illustrator III	17.58	
Librarian	23.67	
Library Technician	14.63	
Photographer I	11.05	
Photographer II	14.27	
Photographer III	16.72	
Photographer IV	20.45	
Photographer V	24.76	
Laundry, Dry Cleaning, Pressing and Related Occupations		
Assembler	7.37	
Counter Attendant	7.37	
Dry Cleaner	7.91	
Finisher, Flatwork, Machine	7.37	
Presser, Hand	7.37	
Presser, Machine, Drycleaning	7.37	
Presser, Machine, Shirts	7.37	
Presser, Machine, Wearing Apparel, Laundry	7.37	
Sewing Machine Operator	9.90	
Tailor	8.98	
Washer, Machine	7.22	
Machine Tool Operation and Repair Occupations		
Machine-Tool Operator (Toolroom)	17.05	
Tool and Die Maker	19.73	
Material Handling and Packing Occupations		
Forklift Operator	12.47	
Fuel Distribution System Operator	14.65	
Material Coordinator	16.25	
Material Expediter	16.25	
Material Handling Laborer	11.91	

Order Filler	10.24	
Production Line Worker (Food Processing)		13.90
Shipping Packer	8.85	
Shipping/Receiving Clerk	11.93	
Stock Clerk (Shelf Stocker; Store Worker II)		13.82
Store Worker I	10.61	
Tools and Parts Attendant	15.99	
Warehouse Specialist	15.99	
Mechanics and Maintenance and Repair Occupations		
Aircraft Mechanic	17.59	
Aircraft Mechanic Helper	14.32	
Aircraft Quality Control Inspector	18.24	
Aircraft Servicer	15.62	
Aircraft Worker	16.27	
Appliance Mechanic	16.39	
Bicycle Repairer	14.01	
Cable Splicer	19.51	
Carpenter, Maintenance	16.39	
Carpet Layer	15.77	
Electrician, Maintenance	18.95	
Electronics Technician, Maintenance I	17.69	
Electronics Technician, Maintenance II	18.56	
Electronics Technician, Maintenance III	19.28	
Fabric Worker	15.13	
Fire Alarm System Mechanic	17.04	
Fire Extinguisher Repairer	14.50	
Fuel Distribution System Mechanic	17.04	
General Maintenance Worker	15.76	
Heating, Refrigeration and Air Conditioning Mechanic		17.04
Heavy Equipment Mechanic	17.04	
Heavy Equipment Operator	14.64	
Instrument Mechanic	17.04	
Laborer	8.92	
Locksmith	16.39	
Machinery Maintenance Mechanic		18.75
Machinist, Maintenance	17.04	
Maintenance Trades Helper		13.87

Millwright	19.03	
Office Appliance Repairer	16.39	
Painter, Aircraft	16.39	
Painter, Maintenance	16.39	
Pipefitter, Maintenance	17.04	
Plumber, Maintenance	16.39	
Pneudraulic Systems Mechanic	17.04	
Rigger	17.04	
Scale Mechanic	15.76	
Sheet-Metal Worker, Maintenance	17.01	
Small Engine Mechanic	15.76	
Telecommunication Mechanic I	17.04	
Telecommunication Mechanic II	17.67	
Telephone Lineman	17.04	
Welder, Combination, Maintenance	17.04	
Well Driller	17.20	
Woodcraft Worker	17.04	
Woodworker	14.50	
Miscellaneous Occupations		
Animal Caretaker	8.39	
Carnival Equipment Operator	7.35	
Carnival Equipment Repairer	7.68	
Carnival Worker	6.47	
Cashier	6.78	
Desk Clerk	8.10	
Embalmer	18.49	
Lifeguard	8.52	
Mortician	20.00	
Park Attendant (Aide)	10.51	
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		7.85
Recreation Specialist	9.88	
Recycling Worker	11.56	
Sales Clerk	8.92	
School Crossing Guard (Crosswalk Attendant)		7.24
Sport Official	7.76	
Survey Party Chief (Chief of Party)		11.55
Surveying Aide	8.92	

Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.51
Swimming Pool Operator	8.82
Vending Machine Attendant	8.82
Vending Machine Repairer	10.02
Vending Machine Repairer Helper	8.82
Personal Needs Occupations	
Child Care Attendant	6.98
Child Care Center Clerk	9.65
Chore Aid	7.08
Homemaker	10.48
Plant and System Operation Occupations	
Boiler Tender	19.50
Sewage Plant Operator	16.39
Stationary Engineer	19.50
Ventilation Equipment Tender	15.26
Water Treatment Plant Operator	16.39
Protective Service Occupations	
Alarm Monitor	9.61
Corrections Officer	12.74
Court Security Officer	13.05
Detention Officer	12.74
Firefighter	13.42
Guard I	8.44
Guard II	10.61
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.84
Hatch Tender	15.84
Line Handler	15.84
Stevedore I	15.15
Stevedore II	16.40
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.10
Air Traffic Control Specialist, Station (2)	20.07
Air Traffic Control Specialist, Terminal (2)	22.18
Archeological Technician I	12.32
Archeological Technician II	13.85

Archeological Technician III	17.11	
Cartographic Technician	19.99	
Civil Engineering Technician	16.32	
Computer Based Training (CBT) Specialist/ Instructor		24.87
Drafter I	13.41	
Drafter II	17.64	
Drafter III	20.31	
Drafter IV	22.67	
Engineering Technician I	10.98	
Engineering Technician II	12.32	
Engineering Technician III	13.79	
Engineering Technician IV	17.07	
Engineering Technician V	21.66	
Engineering Technician VI	23.72	
Environmental Technician	18.04	
Flight Simulator/Instructor (Pilot)	27.62	
Graphic Artist	16.42	
Instructor	19.82	
Laboratory Technician	14.72	
Mathematical Technician	15.95	
Paralegal/Legal Assistant I	14.42	
Paralegal/Legal Assistant II	18.39	
Paralegal/Legal Assistant III	22.49	
Paralegal/Legal Assistant IV	27.20	
Photooptics Technician	16.57	
Technical Writer	21.03	
Unexploded (UXO) Safety Escort	18.49	
Unexploded (UXO) Sweep Personnel	18.49	
Unexploded Ordnance (UXO) Technician I	18.49	
Unexploded Ordnance (UXO) Technician II	22.37	
Unexploded Ordnance (UXO) Technician III	26.81	
Weather Observer, Combined Upper Air and Surface Programs (3)		14.16
Weather Observer, Senior (3)	15.73	
Weather Observer, Upper Air (3)	14.16	
Transportation/ Mobile Equipment Operation Occupations		
Bus Driver	10.20	
Parking and Lot Attendant	6.74	

Shuttle Bus Driver	10.58
Taxi Driver	8.59
Truckdriver, Heavy Truck	14.75
Truckdriver, Light Truck	10.58
Truckdriver, Medium Truck	11.17
Truckdriver, Tractor-Trailer	14.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is

considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no

requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2394 REV (19) AREA: NC,FAYETTEVILLE

WAGE DETERMINATION NO: 94-2394 REV (19) AREA: NC,FAYETTEVILLE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2394

William W.Gross Division of | Revision No.: 19

Director Wage Determinations| Date Of Last Revision: 04/10/2003

States: **North Carolina**, South Carolina

Area: **North Carolina** Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
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Administrative Support and Clerical Occupations

Accounting Clerk I	9.70
Accounting Clerk II	11.43
Accounting Clerk III	14.00
Accounting Clerk IV	15.65
Court Reporter	12.58
Dispatcher, Motor Vehicle	13.93
Document Preparation Clerk	10.02
Duplicating Machine Operator	10.02
Film/Tape Librarian	9.51
General Clerk I	7.75
General Clerk II	8.74

General Clerk III	9.53
General Clerk IV	10.69
Housing Referral Assistant	17.23
Key Entry Operator I	9.69
Key Entry Operator II	10.55
Messenger (Courier)	7.69
Order Clerk I	9.84
Order Clerk II	10.74
Personnel Assistant (Employment) I	9.30
Personnel Assistant (Employment) II	10.44
Personnel Assistant (Employment) III	12.20
Personnel Assistant (Employment) IV	15.79
Production Control Clerk	13.60
Rental Clerk	9.33
Scheduler, Maintenance	10.35
Secretary I	10.35
Secretary II	13.31
Secretary III	16.50
Secretary IV	18.33
Secretary V	20.28
Service Order Dispatcher	9.84
Stenographer I	8.71
Stenographer II	9.79
Supply Technician	19.14
Survey Worker (Interviewer)	11.57
Switchboard Operator-Receptionist	9.08
Test Examiner	13.31
Test Proctor	13.31
Travel Clerk I	9.39
Travel Clerk II	10.03
Travel Clerk III	10.71
Word Processor I	10.02
Word Processor II	11.25
Word Processor III	13.16
Automatic Data Processing Occupations	
Computer Data Librarian	11.89
Computer Operator I	12.61

Computer Operator II	14.55
Computer Operator III	17.66
Computer Operator IV	18.22
Computer Operator V	20.18
Computer Programmer I (1)	14.13
Computer Programmer II (1)	17.40
Computer Programmer III (1)	20.79
Computer Programmer IV (1)	23.68
Computer Systems Analyst I (1)	19.95
Computer Systems Analyst II (1)	23.88
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.38
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.32
Automotive Glass Installer	13.57
Automotive Worker	13.57
Electrician, Automotive	15.06
Mobile Equipment Servicer	12.09
Motor Equipment Metal Mechanic	15.06
Motor Equipment Metal Worker	13.57
Motor Vehicle Mechanic	15.06
Motor Vehicle Mechanic Helper	11.33
Motor Vehicle Upholstery Worker	13.57
Motor Vehicle Wrecker	13.57
Painter, Automotive	14.52
Radiator Repair Specialist	13.57
Tire Repairer	11.68
Transmission Repair Specialist	15.06
Food Preparation and Service Occupations	
Baker	13.08
Cook I	11.58
Cook II	13.08
Dishwasher	8.48
Food Service Worker	8.48
Meat Cutter	13.08
Waiter/Waitress	9.32
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	16.24	
Furniture Handler	10.92	
Furniture Refinisher	16.24	
Furniture Refinisher Helper	12.70	
Furniture Repairer, Minor	14.45	
Upholsterer	16.24	
General Services and Support Occupations		
Cleaner, Vehicles	8.48	
Elevator Operator	8.48	
Gardener	11.18	
House Keeping Aid I	7.58	
House Keeping Aid II	8.48	
Janitor	8.48	
Laborer, Grounds Maintenance	9.32	
Maid or Houseman	7.58	
Pest Controller	12.34	
Refuse Collector	8.48	
Tractor Operator	10.84	
Window Cleaner	9.32	
Health Occupations		
Dental Assistant	12.09	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.02	
Licensed Practical Nurse I	10.85	
Licensed Practical Nurse II	12.18	
Licensed Practical Nurse III	13.62	
Medical Assistant	10.13	
Medical Laboratory Technician	12.40	
Medical Record Clerk	9.34	
Medical Record Technician	12.93	
Nursing Assistant I	8.32	
Nursing Assistant II	9.35	
Nursing Assistant III	10.20	
Nursing Assistant IV	11.47	
Pharmacy Technician	11.63	
Phlebotomist	11.71	
Registered Nurse I	17.15	
Registered Nurse II	20.97	

Registered Nurse II, Specialist	20.97	
Registered Nurse III	25.39	
Registered Nurse III, Anesthetist	25.39	
Registered Nurse IV	30.43	
Information and Arts Occupations		
Audiovisual Librarian	18.03	
Exhibits Specialist I	15.19	
Exhibits Specialist II	18.39	
Exhibits Specialist III	22.05	
Illustrator I	15.19	
Illustrator II	18.39	
Illustrator III	22.05	
Librarian	19.96	
Library Technician	11.63	
Photographer I	14.19	
Photographer II	14.73	
Photographer III	17.84	
Photographer IV	21.28	
Photographer V	25.76	
Laundry, Dry Cleaning, Pressing and Related Occupations		
Assembler	6.59	
Counter Attendant	6.59	
Dry Cleaner	8.03	
Finisher, Flatwork, Machine	6.59	
Presser, Hand	6.59	
Presser, Machine, Drycleaning	6.59	
Presser, Machine, Shirts	6.59	
Presser, Machine, Wearing Apparel, Laundry		6.59
Sewing Machine Operator	8.60	
Tailor	9.11	
Washer, Machine	7.09	
Machine Tool Operation and Repair Occupations		
Machine-Tool Operator (Toolroom)		17.82
Tool and Die Maker	19.55	
Material Handling and Packing Occupations		
Forklift Operator	10.45	
Fuel Distribution System Operator		10.39

Material Coordinator	13.34	
Material Expediter	13.34	
Material Handling Laborer	8.72	
Order Filler	9.06	
Production Line Worker (Food Processing)		10.46
Shipping Packer	10.04	
Shipping/Receiving Clerk	10.04	
Stock Clerk (Shelf Stocker; Store Worker II)		13.07
Store Worker I	9.35	
Tools and Parts Attendant	10.82	
Warehouse Specialist	10.82	
Mechanics and Maintenance and Repair Occupations		
Aircraft Mechanic	18.81	
Aircraft Mechanic Helper	13.97	
Aircraft Quality Control Inspector	19.80	
Aircraft Servicer	15.90	
Aircraft Worker	16.87	
Appliance Mechanic	16.24	
Bicycle Repairer	13.11	
Cable Splicer	17.58	
Carpenter, Maintenance	16.24	
Carpet Layer	15.34	
Electrician, Maintenance	19.77	
Electronics Technician, Maintenance I		18.35
Electronics Technician, Maintenance II		20.39
Electronics Technician, Maintenance III		21.30
Fabric Worker	14.46	
Fire Alarm System Mechanic	17.10	
Fire Extinguisher Repairer	13.57	
Fuel Distribution System Mechanic	17.10	
General Maintenance Worker	15.34	
Heating, Refrigeration and Air Conditioning Mechanic		17.10
Heavy Equipment Mechanic	17.10	
Heavy Equipment Operator	14.33	
Instrument Mechanic	17.10	
Laborer	9.64	
Locksmith	16.24	

Machinery Maintenance Mechanic	16.61	
Machinist, Maintenance	16.69	
Maintenance Trades Helper	12.70	
Millwright	17.10	
Office Appliance Repairer	16.24	
Painter, Aircraft	17.86	
Painter, Maintenance	16.24	
Pipefitter, Maintenance	17.10	
Plumber, Maintenance	16.24	
Pneudraulic Systems Mechanic	17.10	
Rigger	17.10	
Scale Mechanic	15.34	
Sheet-Metal Worker, Maintenance	17.10	
Small Engine Mechanic	15.34	
Telecommunication Mechanic I	17.10	
Telecommunication Mechanic II	18.00	
Telephone Lineman	17.10	
Welder, Combination, Maintenance	17.10	
Well Driller	17.10	
Woodcraft Worker	17.10	
Woodworker	13.57	
Miscellaneous Occupations		
Animal Caretaker	10.07	
Carnival Equipment Operator	10.84	
Carnival Equipment Repairer	11.58	
Carnival Worker	8.48	
Cashier	7.30	
Desk Clerk	8.94	
Embalmer	17.39	
Lifeguard	9.72	
Mortician	17.03	
Park Attendant (Aide)	12.20	
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		8.39
Recreation Specialist	12.39	
Recycling Worker	10.84	
Sales Clerk	9.59	
School Crossing Guard (Crosswalk Attendant)		8.48

Sport Official	8.77	
Survey Party Chief (Chief of Party)	16.86	
Surveying Aide	9.96	
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.64	
Swimming Pool Operator	14.23	
Vending Machine Attendant	11.80	
Vending Machine Repairer	14.23	
Vending Machine Repairer Helper	11.80	
Personal Needs Occupations		
Child Care Attendant	8.94	
Child Care Center Clerk	11.56	
Chore Aid	8.55	
Homemaker	13.98	
Plant and System Operation Occupations		
Boiler Tender	18.06	
Sewage Plant Operator	17.86	
Stationary Engineer	18.81	
Ventilation Equipment Tender	12.70	
Water Treatment Plant Operator	16.24	
Protective Service Occupations		
Alarm Monitor	11.45	
Corrections Officer	13.20	
Court Security Officer	13.69	
Detention Officer	13.20	
Firefighter	13.52	
Guard I	8.50	
Guard II	13.17	
Police Officer	14.75	
Stevedoring/Longshoremen Occupations		
Blocker and Bracer	12.85	
Hatch Tender	12.85	
Line Handler	12.85	
Stevedore I	12.16	
Stevedore II	13.67	
Technical Occupations		
Air Traffic Control Specialist, Center (2)	29.10	
Air Traffic Control Specialist, Station (2)	20.07	

Air Traffic Control Specialist, Terminal (2)	22.09	
Archeological Technician I	13.54	
Archeological Technician II	16.17	
Archeological Technician III	18.39	
Cartographic Technician	19.10	
Civil Engineering Technician	16.72	
Computer Based Training (CBT) Specialist/ Instructor	22.51	
Drafter I	13.02	
Drafter II	14.63	
Drafter III	16.14	
Drafter IV	18.39	
Engineering Technician I	13.51	
Engineering Technician II	15.27	
Engineering Technician III	17.16	
Engineering Technician IV	19.84	
Engineering Technician V	23.62	
Engineering Technician VI	28.57	
Environmental Technician	17.75	
Flight Simulator/Instructor (Pilot)	25.94	
Graphic Artist	18.14	
Instructor	18.88	
Laboratory Technician	16.91	
Mathematical Technician	19.54	
Paralegal/Legal Assistant I	13.88	
Paralegal/Legal Assistant II	18.34	
Paralegal/Legal Assistant III	22.43	
Paralegal/Legal Assistant IV	28.38	
Photooptics Technician	17.75	
Technical Writer	23.91	
Unexploded (UXO) Safety Escort	18.49	
Unexploded (UXO) Sweep Personnel	18.49	
Unexploded Ordnance (UXO) Technician I	18.49	
Unexploded Ordnance (UXO) Technician II	22.37	
Unexploded Ordnance (UXO) Technician III	26.81	
Weather Observer, Combined Upper Air and Surface Programs (3)	16.56	
Weather Observer, Senior (3)	18.46	
Weather Observer, Upper Air (3)	16.56	

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.77
Parking and Lot Attendant	6.72
Shuttle Bus Driver	10.11
Taxi Driver	7.80
Truckdriver, Heavy Truck	13.07
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	10.77
Truckdriver, Tractor-Trailer	13.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a

week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments,

and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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WAGE DETERMINATION NO: 94-2054 REV (18) AREA: CA,RIVERSIDE

WAGE DETERMINATION NO: 94-2054 REV (18) AREA: CA,RIVERSIDE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2054

William W.Gross Division of | Revision No.: 18

Director Wage Determinations| Date Of Last Revision: 06/03/2003

State: **California**

Area: **California** Counties of Riverside, San Bernardino

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	11.02
01012 - Accounting Clerk II	12.12
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.28
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	12.38
01110 - Film/Tape Librarian	13.52
01115 - General Clerk I	8.66
01116 - General Clerk II	10.60
01117 - General Clerk III	12.65
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.29
01131 - Key Entry Operator I	10.51

01132 - Key Entry Operator II	12.17
01191 - Order Clerk I	11.11
01192 - Order Clerk II	13.87
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	16.84
01264 - Personnel Assistant (Employment) IV	17.72
01270 - Production Control Clerk	16.05
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.19
01312 - Secretary II	17.20
01313 - Secretary III	18.29
01314 - Secretary IV	20.89
01315 - Secretary V	24.62
01320 - Service Order Dispatcher	13.93
01341 - Stenographer I	12.38
01342 - Stenographer II	14.53
01400 - Supply Technician	20.89
01420 - Survey Worker (Interviewer)	15.61
01460 - Switchboard Operator-Receptionist	12.12
01510 - Test Examiner	16.84
01520 - Test Proctor	16.84
01531 - Travel Clerk I	10.21
01532 - Travel Clerk II	10.84
01533 - Travel Clerk III	11.48
01611 - Word Processor I	12.20
01612 - Word Processor II	15.40
01613 - Word Processor III	15.52
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.11
03041 - Computer Operator I	14.11
03042 - Computer Operator II	16.45
03043 - Computer Operator III	17.95
03044 - Computer Operator IV	20.31
03045 - Computer Operator V	22.49
03071 - Computer Programmer I (1)	15.53

03072 - Computer Programmer II (1)	19.24
03073 - Computer Programmer III (1)	24.42
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.11
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.92
05010 - Automotive Glass Installer	19.28
05040 - Automotive Worker	19.28
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	19.28
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.32
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	19.28
05310 - Painter, Automotive	20.11
05340 - Radiator Repair Specialist	19.28
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.22
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.22
07130 - Meat Cutter	14.36
07250 - Waiter/Waitress	10.26
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09070 - Furniture Refinisher	16.51
09100 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82

09130 - Upholsterer	16.51
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.96
11090 - Gardener	15.07
11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	11.80
11240 - Maid or Houseman	8.97
11270 - Pest Controller	13.78
11300 - Refuse Collector	11.66
11330 - Tractor Operator	13.98
11360 - Window Cleaner	11.08
12000 - Health Occupations	
12020 - Dental Assistant	12.85
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.75
12071 - Licensed Practical Nurse I	14.25
12072 - Licensed Practical Nurse II	16.01
12073 - Licensed Practical Nurse III	16.62
12100 - Medical Assistant	11.81
12130 - Medical Laboratory Technician	13.57
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.29
12222 - Nursing Assistant II	9.32
12223 - Nursing Assistant III	10.16
12224 - Nursing Assistant IV	11.04
12250 - Pharmacy Technician	14.66
12280 - Phlebotomist	13.04
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	27.82
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III, Anesthetist	34.10
12316 - Registered Nurse IV	40.88
13000 - Information and Arts Occupations	

13002 - Audiovisual Librarian	20.33	
13011 - Exhibits Specialist I	18.71	
13012 - Exhibits Specialist II	24.13	
13013 - Exhibits Specialist III	29.92	
13041 - Illustrator I	18.54	
13042 - Illustrator II	22.98	
13043 - Illustrator III	28.10	
13047 - Librarian	24.72	
13050 - Library Technician	13.62	
13071 - Photographer I	13.19	
13072 - Photographer II	17.01	
13073 - Photographer III	21.94	
13074 - Photographer IV	27.20	
13075 - Photographer V	32.89	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.38	
15030 - Counter Attendant	7.38	
15040 - Dry Cleaner	9.43	
15070 - Finisher, Flatwork, Machine	7.38	
15090 - Presser, Hand	7.38	
15100 - Presser, Machine, Drycleaning	7.38	
15130 - Presser, Machine, Shirts	7.38	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.38	
15190 - Sewing Machine Operator	10.17	
15220 - Tailor	10.88	
15250 - Washer, Machine	8.03	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	18.83	
19040 - Tool and Die Maker	21.70	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	16.13	
21020 - Material Coordinator	16.25	
21030 - Material Expediter	16.25	
21040 - Material Handling Laborer	16.24	
21050 - Order Filler	14.17	
21071 - Forklift Operator	14.58	
21080 - Production Line Worker (Food Processing)	14.58	

21100 - Shipping/Receiving Clerk	11.46
21130 - Shipping Packer	11.46
21140 - Store Worker I	9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.74
21210 - Tools and Parts Attendant	14.58
21400 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.81
23040 - Aircraft Mechanic Helper	14.77
23050 - Aircraft Quality Control Inspector	20.72
23060 - Aircraft Servicer	16.72
23070 - Aircraft Worker	17.67
23100 - Appliance Mechanic	18.77
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	21.76
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.24
23160 - Electrician, Maintenance	20.30
23181 - Electronics Technician, Maintenance I	21.19
23182 - Electronics Technician, Maintenance II	22.18
23183 - Electronics Technician, Maintenance III	22.96
23260 - Fabric Worker	17.86
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.68
23340 - Fuel Distribution System Mechanic	19.16
23370 - General Maintenance Worker	15.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.92
23430 - Heavy Equipment Mechanic	19.16
23440 - Heavy Equipment Operator	21.76
23460 - Instrument Mechanic	19.55
23470 - Laborer	11.66
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	18.92
23550 - Machinist, Maintenance	19.16
23580 - Maintenance Trades Helper	13.51
23640 - Millwright	20.04
23700 - Office Appliance Repairer	18.04

23740 - Painter, Aircraft	18.04
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23800 - Plumber, Maintenance	18.04
23820 - Pneudraulic Systems Mechanic	18.92
23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	18.92
23910 - Small Engine Mechanic	16.94
23930 - Telecommunication Mechanic I	20.53
23931 - Telecommunication Mechanic II	22.61
23950 - Telephone Lineman	19.16
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24600 - Chore Aid	8.18
24630 - Homemaker	14.92
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.18
25040 - Sewage Plant Operator	22.98
25070 - Stationary Engineer	23.94
25190 - Ventilation Equipment Tender	15.45
25210 - Water Treatment Plant Operator	22.94
27000 - Protective Service Occupations	
(not set) - Police Officer	28.30
27004 - Alarm Monitor	9.90
27006 - Corrections Officer	23.51
27010 - Court Security Officer	24.00
27040 - Detention Officer	23.51
27070 - Firefighter	19.82
27101 - Guard I	8.87
27102 - Guard II	9.90
28000 - Stevedoring/Longshoremen Occupations	

28010 - Blocker and Bracer	16.94	
28020 - Hatch Tender	16.94	
28030 - Line Handler	16.94	
28040 - Stevedore I	15.82	
28050 - Stevedore II	18.60	
29000 - Technical Occupations		
21150 - Graphic Artist	22.59	
29010 - Air Traffic Control Specialist, Center (2)	31.08	
29011 - Air Traffic Control Specialist, Station (2)	21.43	
29012 - Air Traffic Control Specialist, Terminal (2)	23.60	
29023 - Archeological Technician I	18.29	
29024 - Archeological Technician II	18.99	
29025 - Archeological Technician III	25.34	
29030 - Cartographic Technician	27.75	
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62	
29040 - Civil Engineering Technician	21.94	
29061 - Drafter I	16.40	
29062 - Drafter II	18.40	
29063 - Drafter III	21.93	
29064 - Drafter IV	28.38	
29081 - Engineering Technician I	14.25	
29082 - Engineering Technician II	15.86	
29083 - Engineering Technician III	17.91	
29084 - Engineering Technician IV	22.18	
29085 - Engineering Technician V	27.13	
29086 - Engineering Technician VI	32.83	
29090 - Environmental Technician	20.99	
29100 - Flight Simulator/Instructor (Pilot)	30.38	
29160 - Instructor	22.59	
29210 - Laboratory Technician	17.17	
29240 - Mathematical Technician	24.00	
29361 - Paralegal/Legal Assistant I	17.23	
29362 - Paralegal/Legal Assistant II	20.09	
29363 - Paralegal/Legal Assistant III	24.56	
29364 - Paralegal/Legal Assistant IV	29.73	
29390 - Photooptics Technician	20.87	
29480 - Technical Writer	24.43	

29491 - Unexploded Ordnance (UXO) Technician I	19.75	
29492 - Unexploded Ordnance (UXO) Technician II	23.90	
29493 - Unexploded Ordnance (UXO) Technician III	28.64	
29494 - Unexploded (UXO) Safety Escort	19.75	
29495 - Unexploded (UXO) Sweep Personnel	19.75	
29620 - Weather Observer, Senior (3)	20.02	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.03	
29622 - Weather Observer, Upper Air (3)	18.03	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	15.50	
31260 - Parking and Lot Attendant	7.73	
31290 - Shuttle Bus Driver	12.01	
31300 - Taxi Driver	9.70	
31361 - Truckdriver, Light Truck	11.70	
31362 - Truckdriver, Medium Truck	18.07	
31363 - Truckdriver, Heavy Truck	19.23	
31364 - Truckdriver, Tractor-Trailer	19.23	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	11.23	
99030 - Cashier	11.12	
99041 - Carnival Equipment Operator	12.16	
99042 - Carnival Equipment Repairer	13.10	
99043 - Carnival Worker	9.22	
99050 - Desk Clerk	11.25	
99095 - Embalmer	18.21	
99300 - Lifeguard	10.38	
99310 - Mortician	21.08	
99350 - Park Attendant (Aide)	13.03	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.38	
99500 - Recreation Specialist	14.92	
99510 - Recycling Worker	15.38	
99610 - Sales Clerk	10.38	
99620 - School Crossing Guard (Crosswalk Attendant)	9.22	
99630 - Sport Official	10.38	
99658 - Survey Party Chief (Chief of Party)	20.32	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.72	
99660 - Surveying Aide	10.73	

99690 - Swimming Pool Operator	15.14
99720 - Vending Machine Attendant	12.82
99730 - Vending Machine Repairer	15.14
99740 - Vending Machine Repairer Helper	12.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2508 REV (15) AREA: TX,CORPUS CHRISTI

WAGE DETERMINATION NO: 94-2508 REV (15) AREA: TX,CORPUS CHRISTI

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2508

William W.Gross Division of | Revision No.: 15

Director Wage Determinations| Date Of Last Revision: 09/22/2003

State: **Texas**

Area: **Texas** Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak,
Nueces, Refugio, San Patricio, Victoria

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	8.24
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01012 - Accounting Clerk II	10.07
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01013 - Accounting Clerk III	11.78
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01014 - Accounting Clerk IV	13.01
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01030 - Court Reporter	11.60
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01050 - Dispatcher, Motor Vehicle	10.81
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01060 - Document Preparation Clerk	9.86
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01070 - Messenger (Courier)	8.71
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01090 - Duplicating Machine Operator	9.86
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01110 - Film/Tape Librarian	9.55
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01115 - General Clerk I	8.81
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01116 - General Clerk II	9.24
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01117 - General Clerk III	13.33
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01118 - General Clerk IV	15.06
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01120 - Housing Referral Assistant	15.91
01131 - Key Entry Operator I	9.60
01132 - Key Entry Operator II	12.12
01191 - Order Clerk I	8.88
01192 - Order Clerk II	9.90
01261 - Personnel Assistant (Employment) I	8.01
01262 - Personnel Assistant (Employment) II	8.99
01263 - Personnel Assistant (Employment) III	12.98
01264 - Personnel Assistant (Employment) IV	14.64
01270 - Production Control Clerk	14.92
01290 - Rental Clerk	10.63
01300 - Scheduler, Maintenance	10.86
01311 - Secretary I	10.86
01312 - Secretary II	14.33
01313 - Secretary III	15.91
01314 - Secretary IV	17.66
01315 - Secretary V	19.60
01320 - Service Order Dispatcher	11.08
01341 - Stenographer I	8.24
01342 - Stenographer II	9.24
01400 - Supply Technician	15.59
01420 - Survey Worker (Interviewer)	11.60
01460 - Switchboard Operator-Receptionist	9.13
01510 - Test Examiner	14.33
01520 - Test Proctor	14.33
01531 - Travel Clerk I	9.08
01532 - Travel Clerk II	9.85
01533 - Travel Clerk III	10.31
01611 - Word Processor I	9.54
01612 - Word Processor II	11.05
01613 - Word Processor III	12.37
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.30
03041 - Computer Operator I	10.75
03042 - Computer Operator II	12.78
03043 - Computer Operator III	14.06
03044 - Computer Operator IV	16.73

03045 - Computer Operator V	18.57
03071 - Computer Programmer I (1)	14.20
03072 - Computer Programmer II (1)	17.63
03073 - Computer Programmer III (1)	22.32
03074 - Computer Programmer IV (1)	26.91
03101 - Computer Systems Analyst I (1)	20.35
03102 - Computer Systems Analyst II (1)	26.89
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.75
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.34
05010 - Automotive Glass Installer	15.94
05040 - Automotive Worker	15.94
05070 - Electrician, Automotive	16.65
05100 - Mobile Equipment Servicer	14.56
05130 - Motor Equipment Metal Mechanic	17.34
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.34
05220 - Motor Vehicle Mechanic Helper	13.82
05250 - Motor Vehicle Upholstery Worker	15.25
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.65
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	14.07
05400 - Transmission Repair Specialist	17.34
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.35
07010 - Baker	8.37
07041 - Cook I	7.19
07042 - Cook II	8.37
07070 - Dishwasher	6.19
07130 - Meat Cutter	11.65
07250 - Waiter/Waitress	6.34
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09070 - Furniture Refinisher	16.65

09100 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	16.65
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.42
11060 - Elevator Operator	7.89
11090 - Gardener	9.46
11121 - House Keeping Aid I	6.82
11122 - House Keeping Aid II	7.29
11150 - Janitor	7.94
11210 - Laborer, Grounds Maintenance	8.18
11240 - Maid or Houseman	6.66
11270 - Pest Controller	9.60
11300 - Refuse Collector	7.89
11330 - Tractor Operator	9.39
11360 - Window Cleaner	8.49
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.12
12071 - Licensed Practical Nurse I	11.28
12072 - Licensed Practical Nurse II	12.65
12073 - Licensed Practical Nurse III	14.15
12100 - Medical Assistant	10.75
12130 - Medical Laboratory Technician	11.22
12160 - Medical Record Clerk	9.79
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.35
12222 - Nursing Assistant II	9.38
12223 - Nursing Assistant III	10.23
12224 - Nursing Assistant IV	11.49
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.83
12311 - Registered Nurse I	17.14
12312 - Registered Nurse II	20.98
12313 - Registered Nurse II, Specialist	20.98
12314 - Registered Nurse III	25.38
12315 - Registered Nurse III, Anesthetist	25.38

12316 - Registered Nurse IV	30.41
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.80
13011 - Exhibits Specialist I	16.89
13012 - Exhibits Specialist II	20.60
13013 - Exhibits Specialist III	25.21
13041 - Illustrator I	16.89
13042 - Illustrator II	20.60
13043 - Illustrator III	25.21
13047 - Librarian	20.58
13050 - Library Technician	10.73
13071 - Photographer I	13.47
13072 - Photographer II	16.43
13073 - Photographer III	19.23
13074 - Photographer IV	23.46
13075 - Photographer V	28.47
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.83
15030 - Counter Attendant	6.83
15040 - Dry Cleaner	8.02
15070 - Finisher, Flatwork, Machine	6.83
15090 - Presser, Hand	6.83
15100 - Presser, Machine, Drycleaning	6.83
15130 - Presser, Machine, Shirts	6.83
15160 - Presser, Machine, Wearing Apparel, Laundry	6.83
15190 - Sewing Machine Operator	8.45
15220 - Tailor	8.91
15250 - Washer, Machine	7.22
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.07
19040 - Tool and Die Maker	19.94
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.54
21020 - Material Coordinator	14.81
21030 - Material Expediter	14.81
21040 - Material Handling Laborer	9.71
21050 - Order Filler	10.19

21071 - Forklift Operator	10.70	
21080 - Production Line Worker (Food Processing)		10.70
21100 - Shipping/Receiving Clerk	10.05	
21130 - Shipping Packer	10.05	
21140 - Store Worker I	11.00	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		14.93
21210 - Tools and Parts Attendant	11.77	
21400 - Warehouse Specialist	11.77	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	19.07	
23040 - Aircraft Mechanic Helper	15.20	
23050 - Aircraft Quality Control Inspector	19.91	
23060 - Aircraft Servicer	16.78	
23070 - Aircraft Worker	17.53	
23100 - Appliance Mechanic	16.65	
23120 - Bicycle Repairer	13.35	
23125 - Cable Splicer	19.07	
23130 - Carpenter, Maintenance	16.01	
23140 - Carpet Layer	15.28	
23160 - Electrician, Maintenance	17.34	
23181 - Electronics Technician, Maintenance I	13.86	
23182 - Electronics Technician, Maintenance II	20.67	
23183 - Electronics Technician, Maintenance III	23.04	
23260 - Fabric Worker	14.58	
23290 - Fire Alarm System Mechanic	17.34	
23310 - Fire Extinguisher Repairer	15.25	
23340 - Fuel Distribution System Mechanic	19.07	
23370 - General Maintenance Worker	12.02	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		17.34
23430 - Heavy Equipment Mechanic	17.79	
23440 - Heavy Equipment Operator	17.34	
23460 - Instrument Mechanic	17.34	
23470 - Laborer	12.71	
23500 - Locksmith	17.53	
23530 - Machinery Maintenance Mechanic		21.16
23550 - Machinist, Maintenance	20.96	
23580 - Maintenance Trades Helper	13.82	

23640 - Millwright	17.34
23700 - Office Appliance Repairer	16.65
23740 - Painter, Aircraft	16.65
23760 - Painter, Maintenance	16.65
23790 - Pipefitter, Maintenance	17.88
23800 - Plumber, Maintenance	17.17
23820 - Pneudraulic Systems Mechanic	17.34
23850 - Rigger	17.34
23870 - Scale Mechanic	15.94
23890 - Sheet-Metal Worker, Maintenance	17.34
23910 - Small Engine Mechanic	15.94
23930 - Telecommunication Mechanic I	19.07
23931 - Telecommunication Mechanic II	19.83
23950 - Telephone Lineman	19.07
23960 - Welder, Combination, Maintenance	17.34
23965 - Well Driller	17.34
23970 - Woodcraft Worker	17.34
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24600 - Chore Aid	6.53
24630 - Homemaker	13.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
(not set) - Police Officer	21.79
27004 - Alarm Monitor	10.72
27006 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27040 - Detention Officer	19.97
27070 - Firefighter	18.49
27101 - Guard I	8.14

27102 - Guard II	10.27	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	13.75	
28020 - Hatch Tender	13.75	
28030 - Line Handler	13.75	
28040 - Stevedore I	11.91	
28050 - Stevedore II	12.56	
29000 - Technical Occupations		
21150 - Graphic Artist	17.34	
29010 - Air Traffic Control Specialist, Center (2)	29.36	
29011 - Air Traffic Control Specialist, Station (2)	20.24	
29012 - Air Traffic Control Specialist, Terminal (2)	22.29	
29023 - Archeological Technician I	17.12	
29024 - Archeological Technician II	19.15	
29025 - Archeological Technician III	23.71	
29030 - Cartographic Technician	21.12	
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.35	
29040 - Civil Engineering Technician	21.15	
29061 - Drafter I	12.88	
29062 - Drafter II	16.59	
29063 - Drafter III	20.26	
29064 - Drafter IV	23.71	
29081 - Engineering Technician I	13.81	
29082 - Engineering Technician II	15.54	
29083 - Engineering Technician III	18.97	
29084 - Engineering Technician IV	22.19	
29085 - Engineering Technician V	27.07	
29086 - Engineering Technician VI	32.85	
29090 - Environmental Technician	20.30	
29100 - Flight Simulator/Instructor (Pilot)	26.89	
29160 - Instructor	18.81	
29210 - Laboratory Technician	12.24	
29240 - Mathematical Technician	24.32	
29361 - Paralegal/Legal Assistant I	14.93	
29362 - Paralegal/Legal Assistant II	16.79	
29363 - Paralegal/Legal Assistant III	18.67	
29364 - Paralegal/Legal Assistant IV	22.57	

29390 - Photooptics Technician	19.23	
29480 - Technical Writer	22.86	
29491 - Unexploded Ordnance (UXO) Technician I	18.66	
29492 - Unexploded Ordnance (UXO) Technician II	22.57	
29493 - Unexploded Ordnance (UXO) Technician III	27.05	
29494 - Unexploded (UXO) Safety Escort	18.66	
29495 - Unexploded (UXO) Sweep Personnel	18.66	
29620 - Weather Observer, Senior (3)	15.25	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.02	
29622 - Weather Observer, Upper Air (3)	13.02	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	11.00	
31260 - Parking and Lot Attendant	5.86	
31290 - Shuttle Bus Driver	8.43	
31300 - Taxi Driver	7.89	
31361 - Truckdriver, Light Truck	8.43	
31362 - Truckdriver, Medium Truck	13.92	
31363 - Truckdriver, Heavy Truck	14.28	
31364 - Truckdriver, Tractor-Trailer	14.94	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	7.77	
99030 - Cashier	8.44	
99041 - Carnival Equipment Operator	10.05	
99042 - Carnival Equipment Repairer	10.47	
99043 - Carnival Worker	8.18	
99050 - Desk Clerk	8.99	
99095 - Embalmer	18.66	
99300 - Lifeguard	9.80	
99310 - Mortician	18.23	
99350 - Park Attendant (Aide)	11.84	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.30	
99500 - Recreation Specialist	12.46	
99510 - Recycling Worker	9.54	
99610 - Sales Clerk	9.21	
99620 - School Crossing Guard (Crosswalk Attendant)	6.35	
99630 - Sport Official	9.69	
99658 - Survey Party Chief (Chief of Party)	15.47	

99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.80
99660 - Surveying Aide	10.40
99690 - Swimming Pool Operator	10.03
99720 - Vending Machine Attendant	8.68
99730 - Vending Machine Repairer	10.03
99740 - Vending Machine Repairer Helper	8.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2236 REV (17) AREA: LA,SHREVEPORT

WAGE DETERMINATION NO: 94-2236 REV (17) AREA: LA,SHREVEPORT

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2236

William W.Gross Division of | Revision No.: 17

Director Wage Determinations| Date Of Last Revision: 09/11/2003

States: Arkansas, Louisiana, **Texas**

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River,
Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll,
Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster,
West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion,
Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	10.25
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01012 - Accounting Clerk II	11.30
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01013 - Accounting Clerk III	13.90
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01014 - Accounting Clerk IV	15.41
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01030 - Court Reporter	17.04
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01050 - Dispatcher, Motor Vehicle	14.23
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01060 - Document Preparation Clerk	9.39
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01070 - Messenger (Courier)	7.63
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01090 - Duplicating Machine Operator	9.39
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01110 - Film/Tape Librarian	10.13
01115 - General Clerk I	8.52
01116 - General Clerk II	9.59
01117 - General Clerk III	10.96
01118 - General Clerk IV	12.18
01120 - Housing Referral Assistant	13.58
01131 - Key Entry Operator I	9.85
01132 - Key Entry Operator II	10.75
01191 - Order Clerk I	9.48
01192 - Order Clerk II	12.07
01261 - Personnel Assistant (Employment) I	11.35
01262 - Personnel Assistant (Employment) II	12.88
01263 - Personnel Assistant (Employment) III	13.97
01264 - Personnel Assistant (Employment) IV	15.66
01270 - Production Control Clerk	13.54
01290 - Rental Clerk	10.13
01300 - Scheduler, Maintenance	10.16
01311 - Secretary I	10.16
01312 - Secretary II	12.12
01313 - Secretary III	13.58
01314 - Secretary IV	15.07
01315 - Secretary V	16.72
01320 - Service Order Dispatcher	11.94
01341 - Stenographer I	13.10
01342 - Stenographer II	14.23
01400 - Supply Technician	15.07
01420 - Survey Worker (Interviewer)	12.63
01460 - Switchboard Operator-Receptionist	8.54
01510 - Test Examiner	12.12
01520 - Test Proctor	12.12
01531 - Travel Clerk I	9.30
01532 - Travel Clerk II	9.85
01533 - Travel Clerk III	10.34
01611 - Word Processor I	9.67
01612 - Word Processor II	11.94
01613 - Word Processor III	13.26
03000 - Automatic Data Processing Occupations	

03010 - Computer Data Librarian	9.99
03041 - Computer Operator I	12.63
03042 - Computer Operator II	13.68
03043 - Computer Operator III	17.28
03044 - Computer Operator IV	18.47
03045 - Computer Operator V	20.16
03071 - Computer Programmer I (1)	15.58
03072 - Computer Programmer II (1)	18.06
03073 - Computer Programmer III (1)	24.06
03074 - Computer Programmer IV (1)	26.21
03101 - Computer Systems Analyst I (1)	24.82
03102 - Computer Systems Analyst II (1)	27.61
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.63
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.01
05010 - Automotive Glass Installer	16.26
05040 - Automotive Worker	16.26
05070 - Electrician, Automotive	18.06
05100 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	19.01
05160 - Motor Equipment Metal Worker	16.26
05190 - Motor Vehicle Mechanic	19.01
05220 - Motor Vehicle Mechanic Helper	13.88
05250 - Motor Vehicle Upholstery Worker	15.97
05280 - Motor Vehicle Wrecker	16.26
05310 - Painter, Automotive	18.06
05340 - Radiator Repair Specialist	16.26
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.69
07010 - Baker	8.62
07041 - Cook I	7.55
07042 - Cook II	8.62
07070 - Dishwasher	6.29
07130 - Meat Cutter	11.69

07250 - Waiter/Waitress	6.71
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09070 - Furniture Refinisher	18.06
09100 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.86
11060 - Elevator Operator	6.98
11090 - Gardener	10.82
11121 - House Keeping Aid I	6.51
11122 - House Keeping Aid II	7.75
11150 - Janitor	6.98
11210 - Laborer, Grounds Maintenance	8.23
11240 - Maid or Houseman	6.51
11270 - Pest Controller	12.05
11300 - Refuse Collector	7.19
11330 - Tractor Operator	10.05
11360 - Window Cleaner	7.53
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.22
12071 - Licensed Practical Nurse I	9.59
12072 - Licensed Practical Nurse II	10.78
12073 - Licensed Practical Nurse III	12.06
12100 - Medical Assistant	9.98
12130 - Medical Laboratory Technician	11.93
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.10
12222 - Nursing Assistant II	7.98
12223 - Nursing Assistant III	8.71
12224 - Nursing Assistant IV	9.77
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.01

12311 - Registered Nurse I	14.53
12312 - Registered Nurse II	19.01
12313 - Registered Nurse II, Specialist	20.40
12314 - Registered Nurse III	21.52
12315 - Registered Nurse III, Anesthetist	21.52
12316 - Registered Nurse IV	25.78
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.52
13011 - Exhibits Specialist I	16.05
13012 - Exhibits Specialist II	20.65
13013 - Exhibits Specialist III	22.47
13041 - Illustrator I	16.05
13042 - Illustrator II	20.65
13043 - Illustrator III	22.47
13047 - Librarian	18.16
13050 - Library Technician	11.73
13071 - Photographer I	12.26
13072 - Photographer II	14.59
13073 - Photographer III	18.77
13074 - Photographer IV	20.43
13075 - Photographer V	24.61
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.84
15030 - Counter Attendant	6.84
15040 - Dry Cleaner	7.82
15070 - Finisher, Flatwork, Machine	6.84
15090 - Presser, Hand	6.84
15100 - Presser, Machine, Drycleaning	6.84
15130 - Presser, Machine, Shirts	6.84
15160 - Presser, Machine, Wearing Apparel, Laundry	6.84
15190 - Sewing Machine Operator	8.60
15220 - Tailor	9.06
15250 - Washer, Machine	7.15
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.06
19040 - Tool and Die Maker	22.69
21000 - Material Handling and Packing Occupations	

21010 - Fuel Distribution System Operator	17.06
21020 - Material Coordinator	15.20
21030 - Material Expediter	15.20
21040 - Material Handling Laborer	11.80
21050 - Order Filler	10.14
21071 - Forklift Operator	13.22
21080 - Production Line Worker (Food Processing)	13.22
21100 - Shipping/Receiving Clerk	11.59
21130 - Shipping Packer	11.59
21140 - Store Worker I	9.39
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.26
21210 - Tools and Parts Attendant	13.22
21400 - Warehouse Specialist	13.22
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.16
23040 - Aircraft Mechanic Helper	15.27
23050 - Aircraft Quality Control Inspector	21.97
23060 - Aircraft Servicer	17.57
23070 - Aircraft Worker	18.61
23100 - Appliance Mechanic	18.06
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	20.23
23130 - Carpenter, Maintenance	18.06
23140 - Carpet Layer	16.92
23160 - Electrician, Maintenance	20.05
23181 - Electronics Technician, Maintenance I	18.24
23182 - Electronics Technician, Maintenance II	21.67
23183 - Electronics Technician, Maintenance III	23.94
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.01
23310 - Fire Extinguisher Repairer	14.83
23340 - Fuel Distribution System Mechanic	19.01
23370 - General Maintenance Worker	16.26
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.01
23430 - Heavy Equipment Mechanic	19.01
23440 - Heavy Equipment Operator	19.01
23460 - Instrument Mechanic	19.01

23470 - Laborer	8.38
23500 - Locksmith	18.06
23530 - Machinery Maintenance Mechanic	19.01
23550 - Machinist, Maintenance	19.01
23580 - Maintenance Trades Helper	13.88
23640 - Millwright	19.01
23700 - Office Appliance Repairer	18.06
23740 - Painter, Aircraft	18.06
23760 - Painter, Maintenance	18.06
23790 - Pipefitter, Maintenance	19.08
23800 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	19.01
23850 - Rigger	19.01
23870 - Scale Mechanic	16.92
23890 - Sheet-Metal Worker, Maintenance	19.01
23910 - Small Engine Mechanic	16.92
23930 - Telecommunication Mechanic I	19.01
23931 - Telecommunication Mechanic II	19.97
23950 - Telephone Lineman	19.01
23960 - Welder, Combination, Maintenance	19.01
23965 - Well Driller	19.01
23970 - Woodcraft Worker	19.01
23980 - Woodworker	14.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	10.76
24600 - Chore Aid	7.03
24630 - Homemaker	12.49
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.91
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.24
25190 - Ventilation Equipment Tender	14.26
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	8.96

27006 - Corrections Officer	11.87	
27010 - Court Security Officer	12.33	
27040 - Detention Officer	11.87	
27070 - Firefighter	11.86	
27101 - Guard I	8.18	
27102 - Guard II	12.24	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	18.70	
28020 - Hatch Tender	16.26	
28030 - Line Handler	16.26	
28040 - Stevedore I	15.33	
28050 - Stevedore II	17.32	
29000 - Technical Occupations		
21150 - Graphic Artist	18.90	
29010 - Air Traffic Control Specialist, Center (2)	29.09	
29011 - Air Traffic Control Specialist, Station (2)	20.06	
29012 - Air Traffic Control Specialist, Terminal (2)	22.09	
29023 - Archeological Technician I	15.61	
29024 - Archeological Technician II	17.55	
29025 - Archeological Technician III	21.68	
29030 - Cartographic Technician	21.68	
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.00	
29040 - Civil Engineering Technician	18.77	
29061 - Drafter I	12.49	
29062 - Drafter II	14.16	
29063 - Drafter III	16.85	
29064 - Drafter IV	21.68	
29081 - Engineering Technician I	10.92	
29082 - Engineering Technician II	14.37	
29083 - Engineering Technician III	17.69	
29084 - Engineering Technician IV	21.21	
29085 - Engineering Technician V	25.03	
29086 - Engineering Technician VI	28.09	
29090 - Environmental Technician	21.68	
29100 - Flight Simulator/Instructor (Pilot)	27.61	
29160 - Instructor	17.26	
29210 - Laboratory Technician	16.53	

29240 - Mathematical Technician	21.68	
29361 - Paralegal/Legal Assistant I	13.10	
29362 - Paralegal/Legal Assistant II	16.29	
29363 - Paralegal/Legal Assistant III	19.89	
29364 - Paralegal/Legal Assistant IV	24.06	
29390 - Photooptics Technician	21.68	
29480 - Technical Writer	25.14	
29491 - Unexploded Ordnance (UXO) Technician I	18.41	
29492 - Unexploded Ordnance (UXO) Technician II	22.37	
29493 - Unexploded Ordnance (UXO) Technician III	26.81	
29494 - Unexploded (UXO) Safety Escort	18.41	
29495 - Unexploded (UXO) Sweep Personnel	18.41	
29620 - Weather Observer, Senior (3)	17.66	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.53	
29622 - Weather Observer, Upper Air (3)	16.53	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	14.20	
31260 - Parking and Lot Attendant	7.48	
31290 - Shuttle Bus Driver	11.73	
31300 - Taxi Driver	9.90	
31361 - Truckdriver, Light Truck	10.96	
31362 - Truckdriver, Medium Truck	15.53	
31363 - Truckdriver, Heavy Truck	15.39	
31364 - Truckdriver, Tractor-Trailer	15.39	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	9.26	
99030 - Cashier	7.05	
99041 - Carnival Equipment Operator	9.78	
99042 - Carnival Equipment Repairer	10.54	
99043 - Carnival Worker	7.16	
99050 - Desk Clerk	7.06	
99095 - Embalmer	17.93	
99300 - Lifeguard	9.72	
99310 - Mortician	16.57	
99350 - Park Attendant (Aide)	12.20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.72	
99500 - Recreation Specialist	11.98	

99510 - Recycling Worker	9.42	
99610 - Sales Clerk	9.47	
99620 - School Crossing Guard (Crosswalk Attendant)		6.74
99630 - Sport Official	9.42	
99658 - Survey Party Chief (Chief of Party)	17.37	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		15.52
99660 - Surveying Aide	11.32	
99690 - Swimming Pool Operator	10.43	
99720 - Vending Machine Attendant	9.71	
99730 - Vending Machine Repairer	12.00	
99740 - Vending Machine Repairer Helper	9.71	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2560 REV (16) AREA: WA,BREMETON

WAGE DETERMINATION NO: 94-2560 REV (16) AREA: WA,BREMETON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2560

William W.Gross Division of | Revision No.: 16

Director Wage Determinations| Date Of Last Revision: 08/15/2002

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
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Administrative Support and Clerical Occupations

Accounting Clerk I	10.57
Accounting Clerk II	12.14
Accounting Clerk III	14.11
Accounting Clerk IV	16.27
Court Reporter	14.40
Dispatcher, Motor Vehicle	14.40
Document Preparation Clerk	12.37
Duplicating Machine Operator	12.37
Film/Tape Librarian	12.12
General Clerk I	8.67
General Clerk II	9.71
General Clerk III	12.80
General Clerk IV	13.56
Housing Referral Assistant	16.84
Key Entry Operator I	10.90

Key Entry Operator II	12.04
Messenger (Courier)	8.95
Order Clerk I	10.55
Order Clerk II	14.69
Personnel Assistant (Employment) I	12.37
Personnel Assistant (Employment) II	13.45
Personnel Assistant (Employment) III	14.40
Personnel Assistant (Employment) IV	16.80
Production Control Clerk	15.74
Rental Clerk	11.92
Scheduler, Maintenance	13.79
Secretary I	13.66
Secretary II	13.84
Secretary III	15.39
Secretary IV	19.75
Secretary V	23.70
Service Order Dispatcher	12.83
Stenographer I	13.66
Stenographer II	15.33
Supply Technician	19.90
Survey Worker (Interviewer)	14.16
Switchboard Operator-Receptionist	10.94
Test Examiner	14.40
Test Proctor	14.40
Travel Clerk I	9.53
Travel Clerk II	10.37
Travel Clerk III	11.00
Word Processor I	12.37
Word Processor II	14.79
Word Processor III	15.43
Automatic Data Processing Occupations	
Computer Data Librarian	11.53
Computer Operator I	13.08
Computer Operator II	14.63
Computer Operator III	17.14
Computer Operator IV	19.95
Computer Operator V	22.10

Computer Programmer I (1)	14.73
Computer Programmer II (1)	18.64
Computer Programmer III (1)	22.17
Computer Programmer IV (1)	26.82
Computer Systems Analyst I (1)	19.06
Computer Systems Analyst II (1)	22.11
Computer Systems Analyst III (1)	26.08
Peripheral Equipment Operator	13.75
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.29
Automotive Glass Installer	18.07
Automotive Worker	18.07
Electrician, Automotive	18.96
Mobile Equipment Servicer	16.86
Motor Equipment Metal Mechanic	19.29
Motor Equipment Metal Worker	18.07
Motor Vehicle Mechanic	19.29
Motor Vehicle Mechanic Helper	16.24
Motor Vehicle Upholstery Worker	17.81
Motor Vehicle Wrecker	18.07
Painter, Automotive	18.67
Radiator Repair Specialist	18.07
Tire Repairer	14.81
Transmission Repair Specialist	19.29
Food Preparation and Service Occupations	
Baker	12.59
Cook I	11.74
Cook II	12.59
Dishwasher	9.95
Food Service Worker	9.39
Meat Cutter	14.18
Waiter/Waitress	10.44
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.67
Furniture Handler	14.68
Furniture Refinisher	18.67
Furniture Refinisher Helper	16.24

Furniture Repairer, Minor	17.47	
Upholsterer	18.67	
General Services and Support Occupations		
Cleaner, Vehicles	10.33	
Elevator Operator	10.38	
Gardener	12.10	
House Keeping Aid I	9.33	
House Keeping Aid II	9.95	
Janitor	10.38	
Laborer, Grounds Maintenance	11.48	
Maid or Houseman	9.39	
Pest Controller	12.69	
Refuse Collector	11.44	
Tractor Operator	11.88	
Window Cleaner	10.89	
Health Occupations		
Dental Assistant	13.55	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.34	
Licensed Practical Nurse I	11.26	
Licensed Practical Nurse II	12.64	
Licensed Practical Nurse III	14.15	
Medical Assistant	11.26	
Medical Laboratory Technician	12.64	
Medical Record Clerk	10.51	
Medical Record Technician	14.57	
Nursing Assistant I	9.09	
Nursing Assistant II	8.99	
Nursing Assistant III	10.62	
Nursing Assistant IV	12.55	
Pharmacy Technician	12.46	
Phlebotomist	12.64	
Registered Nurse I	17.38	
Registered Nurse II	21.25	
Registered Nurse II, Specialist	21.25	
Registered Nurse III	25.73	
Registered Nurse III, Anesthetist	25.73	
Registered Nurse IV	30.83	

Information and Arts Occupations

Audiovisual Librarian	15.29
Exhibits Specialist I	17.04
Exhibits Specialist II	19.38
Exhibits Specialist III	23.31
Illustrator I	17.04
Illustrator II	19.38
Illustrator III	23.31
Librarian	22.58
Library Technician	14.16
Photographer I	14.40
Photographer II	17.04
Photographer III	19.60
Photographer IV	23.31
Photographer V	28.19

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.43
Counter Attendant	7.43
Dry Cleaner	8.94
Finisher, Flatwork, Machine	7.43
Presser, Hand	7.43
Presser, Machine, Drycleaning	7.43
Presser, Machine, Shirts	7.43
Presser, Machine, Wearing Apparel, Laundry	7.43
Sewing Machine Operator	9.55
Tailor	10.13
Washer, Machine	8.10

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.67
Tool and Die Maker	21.10

Material Handling and Packing Occupations

Forklift Operator	17.65
Fuel Distribution System Operator	16.72
Material Coordinator	14.72
Material Expediter	14.72
Material Handling Laborer	13.58
Order Filler	13.15

Production Line Worker (Food Processing)	13.70
Shipping Packer	10.13
Shipping/Receiving Clerk	15.11
Stock Clerk (Shelf Stocker; Store Worker II)	15.07
Store Worker I	12.23
Tools and Parts Attendant	16.14
Warehouse Specialist	15.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.95
Aircraft Mechanic Helper	16.24
Aircraft Quality Control Inspector	19.91
Aircraft Servicer	17.47
Aircraft Worker	18.07
Appliance Mechanic	16.97
Bicycle Repairer	14.81
Cable Splicer	19.29
Carpenter, Maintenance	17.78
Carpet Layer	18.07
Electrician, Maintenance	19.29
Electronics Technician, Maintenance I	18.07
Electronics Technician, Maintenance II	18.67
Electronics Technician, Maintenance III	19.29
Fabric Worker	17.47
Fire Alarm System Mechanic	19.29
Fire Extinguisher Repairer	17.26
Fuel Distribution System Mechanic	19.29
General Maintenance Worker	16.43
Heating, Refrigeration and Air Conditioning Mechanic	19.78
Heavy Equipment Mechanic	19.29
Heavy Equipment Operator	19.03
Instrument Mechanic	19.29
Laborer	11.44
Locksmith	16.97
Machinery Maintenance Mechanic	17.54
Machinist, Maintenance	19.29
Maintenance Trades Helper	14.76
Millwright	19.29

Office Appliance Repairer	18.67	
Painter, Aircraft	18.67	
Painter, Maintenance	18.67	
Pipefitter, Maintenance	19.29	
Plumber, Maintenance	18.67	
Pneudraulic Systems Mechanic	19.29	
Rigger	18.67	
Scale Mechanic	18.07	
Sheet-Metal Worker, Maintenance	19.29	
Small Engine Mechanic	18.07	
Telecommunication Mechanic I	19.29	
Telecommunication Mechanic II	19.91	
Telephone Lineman	19.29	
Welder, Combination, Maintenance	19.25	
Well Driller	19.29	
Woodcraft Worker	19.29	
Woodworker	17.32	
Miscellaneous Occupations		
Animal Caretaker	10.90	
Carnival Equipment Operator	11.31	
Carnival Equipment Repairer	11.75	
Carnival Worker	9.95	
Cashier	8.02	
Desk Clerk	9.28	
Embalmer	20.16	
Lifeguard	8.76	
Mortician	18.95	
Park Attendant (Aide)	11.01	
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		7.61
Recreation Specialist	12.56	
Recycling Worker	13.01	
Sales Clerk	8.76	
School Crossing Guard (Crosswalk Attendant)		10.95
Sport Official	7.22	
Survey Party Chief (Chief of Party)	13.50	
Surveying Aide	6.97	
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		9.57

Swimming Pool Operator	13.13
Vending Machine Attendant	12.44
Vending Machine Repairer	13.13
Vending Machine Repairer Helper	12.44
Personal Needs Occupations	
Child Care Attendant	8.02
Child Care Center Clerk	10.01
Chore Aid	10.33
Homemaker	13.38
Plant and System Operation Occupations	
Boiler Tender	20.86
Sewage Plant Operator	19.04
Stationary Engineer	20.86
Ventilation Equipment Tender	16.24
Water Treatment Plant Operator	20.25
Protective Service Occupations	
Alarm Monitor	13.39
Corrections Officer	19.80
Court Security Officer	23.51
Detention Officer	23.51
Firefighter	23.53
Guard I	9.38
Guard II	14.00
Police Officer	23.48
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.25
Hatch Tender	15.25
Line Handler	15.25
Stevedore I	13.38
Stevedore II	14.31
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.03
Air Traffic Control Specialist, Station (2)	20.02
Air Traffic Control Specialist, Terminal (2)	22.05
Archeological Technician I	14.16
Archeological Technician II	15.84
Archeological Technician III	19.60

Cartographic Technician	20.49	
Civil Engineering Technician	18.24	
Computer Based Training (CBT) Specialist/ Instructor		19.06
Drafter I	12.45	
Drafter II	14.40	
Drafter III	17.04	
Drafter IV	19.60	
Engineering Technician I	12.45	
Engineering Technician II	14.40	
Engineering Technician III	17.04	
Engineering Technician IV	19.60	
Engineering Technician V	23.98	
Engineering Technician VI	29.00	
Environmental Technician	19.60	
Flight Simulator/Instructor (Pilot)	19.91	
Graphic Artist	16.51	
Instructor	20.22	
Laboratory Technician	15.53	
Mathematical Technician	17.35	
Paralegal/Legal Assistant I	14.79	
Paralegal/Legal Assistant II	18.25	
Paralegal/Legal Assistant III	22.33	
Paralegal/Legal Assistant IV	26.20	
Photooptics Technician	17.13	
Technical Writer	25.22	
Unexploded (UXO) Safety Escort	18.45	
Unexploded (UXO) Sweep Personnel	18.45	
Unexploded Ordnance (UXO) Technician I	18.45	
Unexploded Ordnance (UXO) Technician II	22.32	
Unexploded Ordnance (UXO) Technician III	26.76	
Weather Observer, Combined Upper Air and Surface Programs (3)		14.91
Weather Observer, Senior (3)	17.35	
Weather Observer, Upper Air (3)	14.91	
Transportation/ Mobile Equipment Operation Occupations		
Bus Driver	15.74	
Parking and Lot Attendant	11.51	
Shuttle Bus Driver	13.59	

Taxi Driver	13.08
Truckdriver, Heavy Truck	15.63
Truckdriver, Light Truck	12.82
Truckdriver, Medium Truck	15.46
Truckdriver, Tractor-Trailer	16.44

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- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming

process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2432 REV (16) AREA: OK,OKLAHOMA CITY

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2432

William W.Gross Division of | Revision No.: 16

Director Wage Determinations| Date Of Last Revision: 08/28/2003

State: **Oklahoma**

Area: **Oklahoma** Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, **Oklahoma**, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.70
01012 - Accounting Clerk II	10.67
01013 - Accounting Clerk III	13.68
01014 - Accounting Clerk IV	18.28
01030 - Court Reporter	15.59
01050 - Dispatcher, Motor Vehicle	14.81
01060 - Document Preparation Clerk	11.00
01070 - Messenger (Courier)	9.49
01090 - Duplicating Machine Operator	10.51
01110 - Film/Tape Librarian	11.96

01115 - General Clerk I	9.11
01116 - General Clerk II	9.87
01117 - General Clerk III	12.50
01118 - General Clerk IV	18.00
01120 - Housing Referral Assistant	18.26
01131 - Key Entry Operator I	8.96
01132 - Key Entry Operator II	10.16
01191 - Order Clerk I	10.18
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	11.72
01262 - Personnel Assistant (Employment) II	12.79
01263 - Personnel Assistant (Employment) III	14.34
01264 - Personnel Assistant (Employment) IV	16.63
01270 - Production Control Clerk	16.28
01290 - Rental Clerk	11.33
01300 - Scheduler, Maintenance	12.64
01311 - Secretary I	12.64
01312 - Secretary II	15.76
01313 - Secretary III	18.26
01314 - Secretary IV	20.53
01315 - Secretary V	21.74
01320 - Service Order Dispatcher	13.07
01341 - Stenographer I	10.51
01342 - Stenographer II	12.37
01400 - Supply Technician	20.53
01420 - Survey Worker (Interviewer)	13.25
01460 - Switchboard Operator-Receptionist	10.02
01510 - Test Examiner	15.76
01520 - Test Proctor	15.76
01531 - Travel Clerk I	9.94
01532 - Travel Clerk II	10.44
01533 - Travel Clerk III	10.93
01611 - Word Processor I	8.98
01612 - Word Processor II	10.75
01613 - Word Processor III	11.61
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	8.88

03041 - Computer Operator I	10.91
03042 - Computer Operator II	13.43
03043 - Computer Operator III	18.01
03044 - Computer Operator IV	19.48
03045 - Computer Operator V	21.59
03071 - Computer Programmer I (1)	19.89
03072 - Computer Programmer II (1)	22.83
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.46
03102 - Computer Systems Analyst II (1)	26.26
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.12
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.64
05010 - Automotive Glass Installer	15.47
05040 - Automotive Worker	14.08
05070 - Electrician, Automotive	16.35
05100 - Mobile Equipment Servicer	12.54
05130 - Motor Equipment Metal Mechanic	15.64
05160 - Motor Equipment Metal Worker	14.08
05190 - Motor Vehicle Mechanic	15.64
05220 - Motor Vehicle Mechanic Helper	11.98
05250 - Motor Vehicle Upholstery Worker	13.31
05280 - Motor Vehicle Wrecker	14.08
05310 - Painter, Automotive	14.86
05340 - Radiator Repair Specialist	14.08
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	15.64
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.87
07010 - Baker	9.04
07041 - Cook I	7.94
07042 - Cook II	9.56
07070 - Dishwasher	6.73
07130 - Meat Cutter	11.33
07250 - Waiter/Waitress	7.05

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.36
09070 - Furniture Refinisher	14.86
09100 - Furniture Refinisher Helper	11.75
09110 - Furniture Repairer, Minor	13.31
09130 - Upholsterer	14.86

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.37
11060 - Elevator Operator	8.17
11090 - Gardener	10.37
11121 - House Keeping Aid I	7.27
11122 - House Keeping Aid II	8.57
11150 - Janitor	8.51
11210 - Laborer, Grounds Maintenance	8.72
11240 - Maid or Houseman	7.27
11270 - Pest Controller	11.28
11300 - Refuse Collector	8.17
11330 - Tractor Operator	9.73
11360 - Window Cleaner	9.02

12000 - Health Occupations

12020 - Dental Assistant	12.42
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.19
12071 - Licensed Practical Nurse I	10.19
12072 - Licensed Practical Nurse II	11.46
12073 - Licensed Practical Nurse III	12.82
12100 - Medical Assistant	10.04
12130 - Medical Laboratory Technician	11.43
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.67
12222 - Nursing Assistant II	8.62
12223 - Nursing Assistant III	9.41
12224 - Nursing Assistant IV	10.55
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.16
12311 - Registered Nurse I	16.67

12312 - Registered Nurse II	20.39	
12313 - Registered Nurse II, Specialist	20.39	
12314 - Registered Nurse III	24.66	
12315 - Registered Nurse III, Anesthetist	24.66	
12316 - Registered Nurse IV	29.57	
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian	16.49	
13011 - Exhibits Specialist I	18.53	
13012 - Exhibits Specialist II	20.67	
13013 - Exhibits Specialist III	24.88	
13041 - Illustrator I	17.00	
13042 - Illustrator II	18.79	
13043 - Illustrator III	23.46	
13047 - Librarian	17.58	
13050 - Library Technician	11.07	
13071 - Photographer I	10.96	
13072 - Photographer II	13.53	
13073 - Photographer III	16.34	
13074 - Photographer IV	20.40	
13075 - Photographer V	23.41	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	7.03	
15030 - Counter Attendant	7.03	
15040 - Dry Cleaner	8.83	
15070 - Finisher, Flatwork, Machine	7.03	
15090 - Presser, Hand	7.03	
15100 - Presser, Machine, Drycleaning	7.03	
15130 - Presser, Machine, Shirts	7.03	
15160 - Presser, Machine, Wearing Apparel, Laundry	7.03	
15190 - Sewing Machine Operator	9.46	
15220 - Tailor	10.09	
15250 - Washer, Machine	7.69	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	17.99	
19040 - Tool and Die Maker	24.44	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	15.39	

21020 - Material Coordinator	16.28	
21030 - Material Expediter	16.28	
21040 - Material Handling Laborer	10.95	
21050 - Order Filler	11.74	
21071 - Forklift Operator	13.81	
21080 - Production Line Worker (Food Processing)		12.68
21100 - Shipping/Receiving Clerk	11.78	
21130 - Shipping Packer	11.78	
21140 - Store Worker I	11.27	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.62
21210 - Tools and Parts Attendant	12.68	
21400 - Warehouse Specialist	12.68	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	17.12	
23040 - Aircraft Mechanic Helper	12.43	
23050 - Aircraft Quality Control Inspector	17.40	
23060 - Aircraft Servicer	14.08	
23070 - Aircraft Worker	14.90	
23100 - Appliance Mechanic	14.94	
23120 - Bicycle Repairer	12.12	
23125 - Cable Splicer	18.10	
23130 - Carpenter, Maintenance	14.95	
23140 - Carpet Layer	14.17	
23160 - Electrician, Maintenance	16.72	
23181 - Electronics Technician, Maintenance I		15.03
23182 - Electronics Technician, Maintenance II		22.61
23183 - Electronics Technician, Maintenance III		25.36
23260 - Fabric Worker	13.39	
23290 - Fire Alarm System Mechanic	15.64	
23310 - Fire Extinguisher Repairer	12.61	
23340 - Fuel Distribution System Mechanic	18.88	
23370 - General Maintenance Worker	14.08	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		15.64
23430 - Heavy Equipment Mechanic	15.64	
23440 - Heavy Equipment Operator	16.82	
23460 - Instrument Mechanic	17.02	
23470 - Laborer	9.23	

23500 - Locksmith	15.07
23530 - Machinery Maintenance Mechanic	16.70
23550 - Machinist, Maintenance	15.64
23580 - Maintenance Trades Helper	11.98
23640 - Millwright	16.24
23700 - Office Appliance Repairer	14.95
23740 - Painter, Aircraft	14.86
23760 - Painter, Maintenance	14.86
23790 - Pipefitter, Maintenance	18.23
23800 - Plumber, Maintenance	17.52
23820 - Pneudraulic Systems Mechanic	15.64
23850 - Rigger	16.14
23870 - Scale Mechanic	14.17
23890 - Sheet-Metal Worker, Maintenance	17.74
23910 - Small Engine Mechanic	14.08
23930 - Telecommunication Mechanic I	19.01
23931 - Telecommunication Mechanic II	19.93
23950 - Telephone Lineman	19.01
23960 - Welder, Combination, Maintenance	15.64
23965 - Well Driller	17.20
23970 - Woodcraft Worker	15.64
23980 - Woodworker	12.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	12.06
24600 - Chore Aid	7.72
24630 - Homemaker	15.64
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.49
25040 - Sewage Plant Operator	15.27
25070 - Stationary Engineer	19.78
25190 - Ventilation Equipment Tender	11.82
25210 - Water Treatment Plant Operator	14.86
27000 - Protective Service Occupations	
(not set) - Police Officer	18.72
27004 - Alarm Monitor	11.41
27006 - Corrections Officer	17.95

27010 - Court Security Officer	17.95	
27040 - Detention Officer	17.95	
27070 - Firefighter	17.18	
27101 - Guard I	10.07	
27102 - Guard II	14.77	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	15.79	
28020 - Hatch Tender	15.20	
28030 - Line Handler	15.20	
28040 - Stevedore I	16.43	
28050 - Stevedore II	18.34	
29000 - Technical Occupations		
21150 - Graphic Artist	18.92	
29010 - Air Traffic Control Specialist, Center (2)	29.36	
29011 - Air Traffic Control Specialist, Station (2)	20.24	
29012 - Air Traffic Control Specialist, Terminal (2)	22.29	
29023 - Archeological Technician I	15.46	
29024 - Archeological Technician II	18.59	
29025 - Archeological Technician III	23.01	
29030 - Cartographic Technician	21.03	
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.02	
29040 - Civil Engineering Technician	18.18	
29061 - Drafter I	12.17	
29062 - Drafter II	14.05	
29063 - Drafter III	18.53	
29064 - Drafter IV	21.63	
29081 - Engineering Technician I	14.93	
29082 - Engineering Technician II	18.70	
29083 - Engineering Technician III	20.55	
29084 - Engineering Technician IV	26.62	
29085 - Engineering Technician V	30.72	
29086 - Engineering Technician VI	35.25	
29090 - Environmental Technician	18.73	
29100 - Flight Simulator/Instructor (Pilot)	26.55	
29160 - Instructor	19.76	
29210 - Laboratory Technician	14.80	
29240 - Mathematical Technician	22.75	

29361 - Paralegal/Legal Assistant I	15.04	
29362 - Paralegal/Legal Assistant II	19.60	
29363 - Paralegal/Legal Assistant III	23.97	
29364 - Paralegal/Legal Assistant IV	29.01	
29390 - Photooptics Technician	21.60	
29480 - Technical Writer	20.46	
29491 - Unexploded Ordnance (UXO) Technician I	18.66	
29492 - Unexploded Ordnance (UXO) Technician II	22.57	
29493 - Unexploded Ordnance (UXO) Technician III	27.05	
29494 - Unexploded (UXO) Safety Escort	18.66	
29495 - Unexploded (UXO) Sweep Personnel	18.66	
29620 - Weather Observer, Senior (3)	22.14	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.24	
29622 - Weather Observer, Upper Air (3)	19.24	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	11.84	
31260 - Parking and Lot Attendant	8.00	
31290 - Shuttle Bus Driver	11.10	
31300 - Taxi Driver	9.49	
31361 - Truckdriver, Light Truck	11.10	
31362 - Truckdriver, Medium Truck	12.54	
31363 - Truckdriver, Heavy Truck	15.40	
31364 - Truckdriver, Tractor-Trailer	15.40	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	9.25	
99030 - Cashier	7.32	
99041 - Carnival Equipment Operator	9.13	
99042 - Carnival Equipment Repairer	9.74	
99043 - Carnival Worker	7.09	
99050 - Desk Clerk	8.41	
99095 - Embalmer	18.49	
99300 - Lifeguard	9.80	
99310 - Mortician	20.05	
99350 - Park Attendant (Aide)	12.31	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.09	
99500 - Recreation Specialist	11.65	
99510 - Recycling Worker	9.26	

99610 - Sales Clerk	9.83	
99620 - School Crossing Guard (Crosswalk Attendant)		7.01
99630 - Sport Official	9.80	
99658 - Survey Party Chief (Chief of Party)	19.52	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.74	
99660 - Surveying Aide	10.97	
99690 - Swimming Pool Operator	12.58	
99720 - Vending Machine Attendant	10.45	
99730 - Vending Machine Repairer	12.58	
99740 - Vending Machine Repairer Helper	10.16	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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WAGE DETERMINATION NO: 94-2418 REV (14) AREA: OH,COLUMBUS

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL ***

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2418

William W.Gross Division of | Revision No.: 14

Director Wage Determinations| Date Of Last Revision: 08/19/2003

State: **Ohio**

Area: **Ohio** Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin,
Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry,
Pickaway, Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.47
01012 - Accounting Clerk II	11.40
01013 - Accounting Clerk III	13.09
01014 - Accounting Clerk IV	16.53
01030 - Court Reporter	16.28
01050 - Dispatcher, Motor Vehicle	14.50
01060 - Document Preparation Clerk	12.24
01070 - Messenger (Courier)	10.31
01090 - Duplicating Machine Operator	11.84
01110 - Film/Tape Librarian	12.07
01115 - General Clerk I	9.24
01116 - General Clerk II	10.75
01117 - General Clerk III	12.24

01118 - General Clerk IV	14.40
01120 - Housing Referral Assistant	17.13
01131 - Key Entry Operator I	11.03
01132 - Key Entry Operator II	12.78
01191 - Order Clerk I	11.37
01192 - Order Clerk II	12.92
01261 - Personnel Assistant (Employment) I	13.30
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	16.82
01264 - Personnel Assistant (Employment) IV	18.75
01270 - Production Control Clerk	15.63
01290 - Rental Clerk	10.29
01300 - Scheduler, Maintenance	13.25
01311 - Secretary I	13.25
01312 - Secretary II	14.71
01313 - Secretary III	17.13
01314 - Secretary IV	19.05
01315 - Secretary V	22.53
01320 - Service Order Dispatcher	11.59
01341 - Stenographer I	11.72
01342 - Stenographer II	13.01
01400 - Supply Technician	19.05
01420 - Survey Worker (Interviewer)	12.87
01460 - Switchboard Operator-Receptionist	10.06
01510 - Test Examiner	14.71
01520 - Test Proctor	14.71
01531 - Travel Clerk I	10.38
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.74
01611 - Word Processor I	12.52
01612 - Word Processor II	14.51
01613 - Word Processor III	16.22
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.49
03041 - Computer Operator I	11.49
03042 - Computer Operator II	14.25
03043 - Computer Operator III	15.44

03044 - Computer Operator IV	18.29
03045 - Computer Operator V	19.73
03071 - Computer Programmer I (1)	17.79
03072 - Computer Programmer II (1)	20.06
03073 - Computer Programmer III (1)	23.20
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	20.77
03102 - Computer Systems Analyst II (1)	26.37
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.67
05010 - Automotive Glass Installer	15.61
05040 - Automotive Worker	17.03
05070 - Electrician, Automotive	16.32
05100 - Mobile Equipment Servicer	14.20
05130 - Motor Equipment Metal Mechanic	18.56
05160 - Motor Equipment Metal Worker	16.70
05190 - Motor Vehicle Mechanic	17.01
05220 - Motor Vehicle Mechanic Helper	13.49
05250 - Motor Vehicle Upholstery Worker	16.25
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.00
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	13.72
05400 - Transmission Repair Specialist	17.01
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.80
07010 - Baker	11.36
07041 - Cook I	10.33
07042 - Cook II	11.36
07070 - Dishwasher	8.00
07130 - Meat Cutter	12.21
07250 - Waiter/Waitress	8.68
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93

09070 - Furniture Refinisher	16.32
09100 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.07
11060 - Elevator Operator	10.12
11090 - Gardener	11.68
11121 - House Keeping Aid I	8.44
11122 - House Keeping Aid II	10.55
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	10.45
11240 - Maid or Houseman	8.44
11270 - Pest Controller	13.30
11300 - Refuse Collector	11.13
11330 - Tractor Operator	11.62
11360 - Window Cleaner	10.98
12000 - Health Occupations	
12020 - Dental Assistant	13.98
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.34
12071 - Licensed Practical Nurse I	14.54
12072 - Licensed Practical Nurse II	16.34
12073 - Licensed Practical Nurse III	18.29
12100 - Medical Assistant	10.93
12130 - Medical Laboratory Technician	12.56
12160 - Medical Record Clerk	11.65
12190 - Medical Record Technician	13.77
12221 - Nursing Assistant I	8.05
12222 - Nursing Assistant II	9.06
12223 - Nursing Assistant III	9.89
12224 - Nursing Assistant IV	11.09
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	11.95
12311 - Registered Nurse I	17.82
12312 - Registered Nurse II	21.80
12313 - Registered Nurse II, Specialist	21.80
12314 - Registered Nurse III	26.37

12315 - Registered Nurse III, Anesthetist	26.37
12316 - Registered Nurse IV	31.60
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.00
13011 - Exhibits Specialist I	17.79
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	27.00
13041 - Illustrator I	15.47
13042 - Illustrator II	19.40
13043 - Illustrator III	23.73
13047 - Librarian	23.94
13050 - Library Technician	12.87
13071 - Photographer I	13.96
13072 - Photographer II	16.20
13073 - Photographer III	23.32
13074 - Photographer IV	24.84
13075 - Photographer V	30.06
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.38
15030 - Counter Attendant	7.38
15040 - Dry Cleaner	9.37
15070 - Finisher, Flatwork, Machine	7.38
15090 - Presser, Hand	7.38
15100 - Presser, Machine, Drycleaning	7.46
15130 - Presser, Machine, Shirts	7.38
15160 - Presser, Machine, Wearing Apparel, Laundry	7.38
15190 - Sewing Machine Operator	10.52
15220 - Tailor	11.26
15250 - Washer, Machine	8.04
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.32
19040 - Tool and Die Maker	20.68
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.59
21020 - Material Coordinator	15.63
21030 - Material Expediter	15.63
21040 - Material Handling Laborer	12.19

21050 - Order Filler	11.90	
21071 - Forklift Operator	14.32	
21080 - Production Line Worker (Food Processing)		13.84
21100 - Shipping/Receiving Clerk	13.52	
21130 - Shipping Packer	13.52	
21140 - Store Worker I	9.81	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		13.23
21210 - Tools and Parts Attendant	14.89	
21400 - Warehouse Specialist	14.89	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	20.67	
23040 - Aircraft Mechanic Helper	16.39	
23050 - Aircraft Quality Control Inspector	23.90	
23060 - Aircraft Servicer	18.10	
23070 - Aircraft Worker	18.97	
23100 - Appliance Mechanic	16.51	
23120 - Bicycle Repairer	13.72	
23125 - Cable Splicer	22.10	
23130 - Carpenter, Maintenance	16.40	
23140 - Carpet Layer	16.18	
23160 - Electrician, Maintenance	19.39	
23181 - Electronics Technician, Maintenance I		17.67
23182 - Electronics Technician, Maintenance II		19.89
23183 - Electronics Technician, Maintenance III		23.19
23260 - Fabric Worker	15.18	
23290 - Fire Alarm System Mechanic	17.34	
23310 - Fire Extinguisher Repairer	15.62	
23340 - Fuel Distribution System Mechanic	20.20	
23370 - General Maintenance Worker	15.31	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		17.01
23430 - Heavy Equipment Mechanic	17.08	
23440 - Heavy Equipment Operator	18.29	
23460 - Instrument Mechanic	17.90	
23470 - Laborer	10.16	
23500 - Locksmith	16.32	
23530 - Machinery Maintenance Mechanic		17.54
23550 - Machinist, Maintenance	17.01	

23580 - Maintenance Trades Helper	14.84
23640 - Millwright	19.85
23700 - Office Appliance Repairer	17.17
23740 - Painter, Aircraft	17.52
23760 - Painter, Maintenance	16.32
23790 - Pipefitter, Maintenance	21.78
23800 - Plumber, Maintenance	18.77
23820 - Pneudraulic Systems Mechanic	17.90
23850 - Rigger	17.90
23870 - Scale Mechanic	16.18
23890 - Sheet-Metal Worker, Maintenance	17.87
23910 - Small Engine Mechanic	15.61
23930 - Telecommunication Mechanic I	17.01
23931 - Telecommunication Mechanic II	17.72
23950 - Telephone Lineman	17.34
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	17.01
23970 - Woodcraft Worker	17.90
23980 - Woodworker	14.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.79
24580 - Child Care Center Clerk	12.21
24600 - Chore Aid	9.24
24630 - Homemaker	13.37
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.82
25040 - Sewage Plant Operator	16.32
25070 - Stationary Engineer	18.82
25190 - Ventilation Equipment Tender	13.79
25210 - Water Treatment Plant Operator	16.32
27000 - Protective Service Occupations	
(not set) - Police Officer	20.41
27004 - Alarm Monitor	12.44
27006 - Corrections Officer	17.68
27010 - Court Security Officer	17.68
27040 - Detention Officer	17.68
27070 - Firefighter	15.73

27101 - Guard I	9.36	
27102 - Guard II	13.00	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	16.18	
28020 - Hatch Tender	16.18	
28030 - Line Handler	16.18	
28040 - Stevedore I	15.28	
28050 - Stevedore II	17.60	
29000 - Technical Occupations		
21150 - Graphic Artist	17.47	
29010 - Air Traffic Control Specialist, Center (2)	29.36	
29011 - Air Traffic Control Specialist, Station (2)	20.24	
29012 - Air Traffic Control Specialist, Terminal (2)	22.29	
29023 - Archeological Technician I	15.23	
29024 - Archeological Technician II	17.03	
29025 - Archeological Technician III	21.11	
29030 - Cartographic Technician	21.11	
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.77	
29040 - Civil Engineering Technician	19.82	
29061 - Drafter I	11.87	
29062 - Drafter II	14.50	
29063 - Drafter III	16.83	
29064 - Drafter IV	21.11	
29081 - Engineering Technician I	13.01	
29082 - Engineering Technician II	15.27	
29083 - Engineering Technician III	18.72	
29084 - Engineering Technician IV	22.97	
29085 - Engineering Technician V	26.25	
29086 - Engineering Technician VI	32.35	
29090 - Environmental Technician	17.56	
29100 - Flight Simulator/Instructor (Pilot)	26.37	
29160 - Instructor	21.14	
29210 - Laboratory Technician	15.85	
29240 - Mathematical Technician	21.11	
29361 - Paralegal/Legal Assistant I	15.60	
29362 - Paralegal/Legal Assistant II	19.08	
29363 - Paralegal/Legal Assistant III	21.54	

29364 - Paralegal/Legal Assistant IV	26.07	
29390 - Photooptics Technician	21.11	
29480 - Technical Writer	23.18	
29491 - Unexploded Ordnance (UXO) Technician I	18.66	
29492 - Unexploded Ordnance (UXO) Technician II	22.57	
29493 - Unexploded Ordnance (UXO) Technician III	27.05	
29494 - Unexploded (UXO) Safety Escort	18.66	
29495 - Unexploded (UXO) Sweep Personnel	18.66	
29620 - Weather Observer, Senior (3)	15.83	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.23	
29622 - Weather Observer, Upper Air (3)	14.23	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	16.51	
31260 - Parking and Lot Attendant	7.78	
31290 - Shuttle Bus Driver	12.25	
31300 - Taxi Driver	8.66	
31361 - Truckdriver, Light Truck	12.25	
31362 - Truckdriver, Medium Truck	17.05	
31363 - Truckdriver, Heavy Truck	17.81	
31364 - Truckdriver, Tractor-Trailer	17.81	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	9.35	
99030 - Cashier	8.36	
99041 - Carnival Equipment Operator	10.02	
99042 - Carnival Equipment Repairer	10.55	
99043 - Carnival Worker	8.17	
99050 - Desk Clerk	8.51	
99095 - Embalmer	18.96	
99300 - Lifeguard	9.80	
99310 - Mortician	18.96	
99350 - Park Attendant (Aide)	12.31	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.79	
99500 - Recreation Specialist	11.80	
99510 - Recycling Worker	13.01	
99610 - Sales Clerk	9.99	
99620 - School Crossing Guard (Crosswalk Attendant)	9.78	
99630 - Sport Official	9.80	

99658 - Survey Party Chief (Chief of Party)	14.12
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.84
99660 - Surveying Aide	8.38
99690 - Swimming Pool Operator	13.27
99720 - Vending Machine Attendant	11.46
99730 - Vending Machine Repairer	13.27
99740 - Vending Machine Repairer Helper	11.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, **Columbus** Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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